

OCCUPATIONAL OUTLOOK

and

Training Directory

Mother Lode Consortium

1996

Amador
Calaveras
Mariposa
Tuolumne
Counties

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A California Cooperative Occupational Information System labor market information report of selected occupations sponsored by the Mother Lode Consortium Private Industry Council; the State of California Employment Development Department, Labor Market Information Division; and the California Occupational Information Coordinating Committee.



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The Mission of Mother Lode Job Training

- *Provide quality employment training services to individuals*
- *Provide local employers with individuals who are ready for work or training*
- *Work in partnership with other community resources to build a quality workforce, and*
- *Provide a work environment that enables staff to excel*

Acknowledgments

We are grateful to those who have helped with this project during the last eight years.

To Amador, Calaveras, Mariposa, and Tuolumne counties' **employers** who respond promptly to our surveys

To **community members** who attend our meetings and who provide valuable guidance and information as members of our Local Advisory Committee

To our **Private Industry Council members** who continuously give their support to the program

To Mother Lode Job Training Program Managers--**Karen Glaze**, Amador County; **Marilyn Conner**, Calaveras County; **Gwen Nitta**, Mariposa County; and **Candace Katosic**, Tuolumne County--and Program Director **Susan Lemke** who help select the occupations for survey as members of the Local CCOIS Advisory Committee

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To **Wilbert "Woody" Smallwood**, Mother Lode Job Training Executive Director--my boss, friend, and supporter of the labor market information program.

All of us from Mother Lode Job Training hope you find this report useful.

Maria Robinson
CCOIS Project Coordinator

November 1996

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Introduction

This report presents the 1996 findings of the California Cooperative Occupational Information System. Mother Lode Job Training (MLJT) conducts this project in partnership with the State of California Employment Development Department (EDD). The survey area for this study covers Amador, Calaveras, Mariposa, and Tuolumne counties.

PURPOSE

The goal of the CCOIS program is to help match employers' hiring needs with job seekers' skills. The purpose of this **Occupational Outlook Report** is to provide information for labor market decisions, including personnel management and career/vocational training program planning. Not all occupations included may be suitable for training at this time. The Supply/Demand statements should be weighed before training decisions are made. Also, omission of an occupation from this report does not imply that training for that occupation is not appropriate.

Labor market information is a guide when making labor market decisions, not the absolute answer. When making labor market decisions, users of labor market information should consider changes which occurred in the local economy after data collection. These changes might be new industries and businesses, plant closures, layoffs, recessions and other economic fluctuations.

POSSIBLE USES FOR THIS REPORT

The occupational summaries presented are designed to be used for

Career Counseling	Career counselors and job seekers can use this local information regarding employer requirements and preferences when making occupational choices.
Placement and Job Development	Job counselors and job developers can use the supply/ demand information to assist job seekers make decisions about occupations appropriate for their skills, abilities, education and needs.
Vocational Program Planning	Local planners can use the supply/demand data, occupational size, and expected growth rate information for planning and developing training programs.
Curriculum Design	Training providers can use information about employers' requirements regarding the type of skills training they expect new employees to receive from vocational training programs.
Economic Development	Local governments and economic development agencies can use the supply/demand, occupational size, expected growth rates, and wage data information to determine the suitability of Mother Lode counties for business growth and development.

Introduction, continued

Program Marketing

Schools and other local training providers can market training programs more effectively by informing students, employers, and other members of the community that training programs are developed using reliable, locally-developed occupational data.

Wage Data

Although it is not intended as an official wage survey, the wages presented in this report have been useful to employers in providing comparative information concerning local wage rates in particular occupations.

EMPLOYER NEEDS

The LMI program meets employers' needs by ensuring that training providers keep abreast of local employers' hiring requirements. Also, if employers are to remain competitive, they must be aware of local wage and fringe benefit packages.

SELECTION OF OCCUPATIONS

Local users of labor market information helped select the occupations for survey at each county's annual community meeting. Among the participants were teachers, counselors, and administrators from Columbia College and high school vocational programs, Regional Occupational Programs, Department of Social Services GAIN program, economic development companies, employment and training, Employment Development Department, and employers. The final selection is made by the Local CCOIS Advisory Committee made up of representatives from the agencies and schools named above.

LIST OF OCCUPATIONS

The following pages list alphabetically the occupations studied this year, all the occupations studied from 1990 through 1996, and the occupations sorted by career clusters.

Introduction, continued

1996 Occupations Surveyed

Accountants and Auditors

Cashiers

Cooks - Institution or Cafeteria

Correction Officers and Jailers

Electrical and Electronic Assemblers

Financial Managers

Food Preparation Workers

General Office Clerks

Industrial Truck and Tractor Operators

Janitors and Cleaners - Except Maids and Housekeeping Cleaners

LAN/WAN (Local/Wide Area) Network Managers

Lodging Managers

Machinists

Maids and Housekeeping Cleaners

Maintenance Repairers - General Utility

Operating Engineers

Secretaries, General

Sheet Metal Workers

Telephone and Cable T. V. Line Installers and Repairers

Truck Drivers - Heavy or Tractor Trailer

Vocational and Educational Counselors

Introduction, continued

SURVEYED OCCUPATIONS IN ALPHABETICAL ORDER, 1990-1996

Accountants and Auditors, 1996
Amusement & Recreation Attendants, 1992
Automotive Body, Related Repairers, 1992
Automotive Mechanics, 1990, 1993
Bartenders, 1993
Bookkeeping, Accounting/Auditing Clerks, 1990, 1993
Bus Drivers, School, 1991
Butchers and Meat Cutters, 1991
Cabinet Makers, Bench Carpenters, 1991
Carpenters, 1990, 1995
Carpet Installers, 1993
Cashiers, 1990, 1996
Child Care Workers, 1991 Limited Survey, 1995
Computer Aided Design (CAD) Technicians, 1995
Computer & Software Support Technicians, 1995
Computer Programmers, 1994
Concrete & Terrazzo Finishers, 1993
Cooks, Restaurant, 1990, 1994
Cooks, Institution or Cafeteria, 1996
Correctional Officers, Jailers, 1991, 1996
Counter & Rental Clerks, 1994
Data Processing Equipment Repairers, 1994
Dental Hygienists, 1992
Dental Assistants, 1991, 1995
Drafters, 1991
Drywall Installers, 1993
Electricians, 1992
Electrical and Electronic Engineers, 1995
Electrical/Electronic Engineering Technicians, 1993
Electronic, Electrical Assemblers, 1991, 1996
Financial Managers, 1996
Firefighters, 1990 (Limited Survey)
Food Preparation Workers, 1990, 1996
Food Service Manager, 1993
Food Service & Lodging Managers, 1990
Forest & Conservation Workers, 1993
Gardeners, Groundskeepers, 1991, 1995
General Managers, Top Executives, 1992
General Office Clerks, 1991, 1996
Glaziers, 1993
Guards, Watchguards, 1992
Hairdressers, Hairstylists, Cosmetologists, 1992
Heating, Air Cond, Refrig Mechanics, 1992, 1995
Home Health Care Workers, 1990, 1995
Hotel Desk Clerks, 1992
Human Service Workers, 1994
Industrial Truck and Tractor Operators, 1996
Instructional Aides, 1995
Insurance Policy Processing Clerks, 1991
Janitors & Cleaners, 1990, 1996
LAN/WAN (Local/Wide Area) Network Mgrs, 1996
Legal Secretaries, 1991
Licensed Vocational Nurses, 1990, 1994
Loan and Credit Clerks, 1991
Lodging Managers, 1996
Machine Tool Cutters/Tenders, Metal/Plastic, 1992
Machinists, 1996
Maids and Housekeeping Cleaners, 1996
Maintenance Repairers, General Utility, 1990
Medical/Clinical Lab Techs, 1992, (Limited Survey)
Medical Assistants, 1991, 1995
Medical Machine Transcribers, 1993
Medical Secretaries, 1991
Mobile Heavy Equipment Mechanics, 1990
Nurse Aides, 1994
Nurse Aides, Orderlies, & Attendants, 1990
Operating Engineers, 1990, 1996
Opticians, Dispensing and Measuring, 1994
Painters, Paperhangers, Construction, 1991
Paralegal Personnel, 1995
Paving, Surfacing, Tamping Equip Operators, 1993
Payroll, Timekeeping Clerks, 1992
Personnel, Training & Labor Relations Managers, 1995
Pest Controllers & Assistants, 1993
Pharmacists, 1992
Pharmacy Technicians, 1995
Phlebotomist, 1994
Physical Therapists, 1992 (Limited Survey)
Physical Therapy Aides, 1995
Physical Therapy Assistants, 1995
Plumbers, Pipefitters, & Steamfitters, 1990
Police Patrol Officers, 1994
Radio and Television Broadcasting, 1991
Radiologic Technicians, Diagnostic, 1992, 1995
Receptionist & Information Clerks, 1994
Refuse Collectors, 1993
Registered Nurses, 1991, 1994
Respiratory Care Practitioners, 1992
Roofers, 1993
Sales Agents, Real Estate, 1991
Salespersons, Retail, 1990, 1994
Secretaries, General, 1990, 1996
Septic Tank Servicers and Sewer Pipe Servicers, 1995
Sheet Metal Workers, 1996
Sheriffs and Sheriff Deputies, 1991, 1994
Small Manufacturing Business, 1990
Social Workers, 1991
Stock Clerks, Sales Floor, 1992
Supervisors, Sales, 1992
Supervisors/Managers, Clerical/Admin Support, 1994
Supervisors/Managers, Production, 1994
Surgical Technicians, 1993
Surveying & Mapping Technicians/Technologists, 1993
Teacher Aides, Paraprofessional, 1990
Teachers, Elementary, 1992
Teachers, Preschool, 1993
Teachers, Secondary, 1992
Telephone & Cable TV Line Installers & Repair's, 1996
Tellers, 1990
Title Searchers, 1992
Traffic, Shipping, Receiving Clerks, 1992
Travel Agents, 1992
Truck Drivers, Light, 1990, 1995
Truck Drivers, Heavy, 1991, 1993, 1996
Urban & Regional Planners, 1994
Veterinary Assistants, 1993
Veterinary Technicians & Technologists, 1993
Vocational & Educational Counselors, 1996
Waiters and Waitresses, 1990
Water Treatment Plant Operators, 1994
Welders & Cutters, 1994
Welfare Eligibility Workers, 1991 (Limited Survey)
Wine Fermenters, 1995

SURVEYED OCCUPATIONS LISTED BY U.S. OFFICE OF EDUCATION (USOE) CAREER CLUSTERS, 1990-1996

Agribusiness and Natural Resources

Forest & Conservation Workers, 1993

Business and Office

Accountants and Auditors, 1996
Bookkeeping, Accounting/Auditing Clerks, 1990, 1993
Cashiers, 1990, 1996
Computer and Software Support Technicians, 1995
Computer Programmers, 1994
Data Processing Equipment Repairers, 1994
Financial Managers, 1996
General Managers, Top Executives, 1992
General Office Clerks, 1991, 1996
Insurance Policy Processing Clerks, 1991
LAN/WAN Network Managers, 1996
Legal Secretaries, 1991
Loan and Credit Clerks, 1991
Medical Secretaries, 1991
Paralegal Personnel, 1995
Personnel, Training & Labor Relations Managers, 1995
Payroll, Timekeeping Clerks, 1992
Receptionist & Information Clerks, 1994
Secretaries, General, 1990, 1996
Supervisors/Managers, Clerical/Admin Support, 1994
Tellers, 1990
Title Searchers, 1992

Communications and Media

Radio and Television Broadcasting, 1991
Telephone/Cable Line Inst/Repairers, 1996

Construction

Cabinet Makers, Bench Carpenters, 1991
Carpenters, 1990, 1995
Carpet Installers, 1993
Computer Aided Design (CAD) Technicians, 1995
Concrete & Terrazzo Finishers, 1993
Drafters, 1991
Drywall Installers, 1993
Electricians, 1992
Glaziers, 1993
Heating/Air Cond/Refrig Mechanics, 1992, 1995
Mobile Heavy Equipment Mechanics, 1990
Operating Engineers, 1990, 1996
Painters, Paperhangers, Construction, 1991
Paving, Surfacing, Tamping Equipment Operators, 1993
Plumbers, Pipefitters & Steamfitters, 1990
Roofers, 1993
Septic Tank Servicers & Sewer Pipe Servicers, 1995
Sheet Metal Workers, 1996
Surveying & Mapping Technicians/Technologists, 1993

Consumer and Homemaking

None

Environmental

Forest & Conservation Workers, 1993

Fine Arts and Humanities

None

Health

Dental Hygienists, 1992
Dental Assistants, 1991, 1995
Home Health Care Workers, 1990, 1995
Licensed Vocational Nurses, 1990, 1994
Medical Assistants, 1991, 1995
Medical & Clinical Lab Technicians, 1992
Medical Machine Transcribers, 1993
Medical Record Technicians, 1992
Nurse Aides, 1994
Nurse Aides, Orderlies & Attendants, 1990
Opticians, Dispensing & Measuring, 1994
Pharmacists, 1992
Pharmacy Technicians, 1995
Phlebotomists, 1994
Physical Therapists, 1992
Physical Therapy Aides, 1995
Physical Therapy Assistants, 1995

Respiratory Care Practitioners, 1992

Surgical Technicians, 1993

Veterinary Assistants, 1993

Veterinary Technicians & Technologists, 1993

Hospitality and Recreation

Amusement & Recreation Attendants, 1992
Bartenders, 1993
Cooks, Restaurant, 1990, 1994
Cooks, Institutional/Cafeteria, 1996
Food Preparation Workers, 1990, 1996
Food Service & Lodging Managers, 1990
Food Service Managers, 1993
Hotel Desk Clerks, 1992
Lodging Managers, 1996
Travel Agents, 1992
Waiters and Waitresses, 1990

Manufacturing

Electrical and Electronic Engineers, 1995
Electrical, Electr Engr Technician/Technolgsts, 1993
Electronic, Electrical Assemblers, 1991, 1996
Machine Tool Cutters & Tenders, 1992
Machinists, 1996
Small Manufacturing Business, Tuolumne County, 1990
Supervisors/Managers, Production, 1994
Wine Fermenters, 1995

Marketing and Distribution

Butchers and Meat Cutters, 1991
Counter & Rental Clerks, 1994
Sales Agents, Real Estate, 1991
Salespersons, Retail, 1990, 1994
Stock Clerks, Sales Floor, 1992
Supervisors, Sales, 1992
Traffic, Shipping, Receiving Clerks, 1992

Marine Science

None

Personal Service

Automotive Body, Related Repairers, 1992
Automotive Mechanics, 1990, 1993
Child Care Workers, 1991, 1995
Gardeners, Groundskeepers, 1991, 1995
Guards, Watchguards, 1992
Hairdressers, Hairstylists, Cosmetologists, 1992
Human Service Workers, 1994
Janitors & Cleaners, 1990, 1996
Maids & Housekeeping Cleaners, 1996
Maintenance Repairers, General Utility, 1990, 1996
Pest Controllers & Assistants, 1993
Refuse Collectors, 1993

Public Service

Correctional Officers, Jailers, 1991, 1996
Firefighters, 1990
Instructional Aides, 1995
Police Patrol Officers, 1994
Sheriffs & Sheriff Deputies, 1991, 1994
Social Workers, Except Medical & Psychiatric, 1991
Teacher Aides, Paraprofessional, 1990
Teachers, Elementary, 1992
Teachers, Preschool, 1993
Teachers, Secondary, 1992
Urban & Regional Planners, 1994
Vocational & Educational Counselors, 1996
Water Treatment Plant Operators, 1994
Welders & Cutters, 1994
Welfare Eligibility Workers, 1991

Transportation

Bus Drivers, School, 1991
Industrial Truck/Tractor Operators, 1996
Truck Drivers, Light, 1990, 1995
Truck Drivers, Heavy, 1991, 1993, 1996

Radiologic Technicians, Diagnostic, 1992, 1995
Registered Nurses, 1991, 1994

Survey Methods

OCCUPATION SELECTION

To select the occupations, the local Program Coordinator

1. Reviews the occupational projection tables prepared by EDD. The tables show past, present, and future employment projections in each county by occupation. They also project the job growth rate.
2. Develops a preliminary list of occupations suitable for study. The jobs may show a strong projected growth rate, are expected to have sizeable replacement needs, or are requested locally.
3. Ensures that each occupation selected meets the program criteria and the Mother Lode Consortium Private Industry Council (PIC) Board standards. The occupations should
 - o Have a substantial employment base in the county
 - o Have a substantial number of projected job openings, and
 - o Have a potential salary of \$7 or more
 - o Meet a local need
4. Invites local users of labor market information to county community meetings at the beginning of the program. Participants learn about the CCOIS Program and give input on occupation selections. They may add some titles and drop others.
5. Uses information gathered at the meetings to choose a final set of occupations. EDD approves the list consisting of approximately twenty occupations for survey.
6. Defines each occupation using the Occupational Employment Statistics (OES) title and code number.

DEFINITION OF OCCUPATION

An occupational definition describes the activities and functions of a worker. The CCOIS program uses the Occupational Employment Statistics (OES) classification. The U. S. Department of Labor, Bureau of Labor Statistics (BLS), developed this system and uses it nationwide to study industry staffing patterns.

Survey Methods, continued

EMPLOYER SAMPLE

After the occupations are selected, EDD develops a list of employers by occupation and industry.

An industry is a title for a group of firms that produces similar goods and services. Industries are classified by the Standard Industrial Classification (SIC). An industry title represents the economic activity of a firm. There are eleven major industry groups in the SIC: agriculture, forestry, and fishing; mining; construction; manufacturing; transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; services; public administration; and non-classifiable establishments. Every firm in the state is classified in one or more of these categories by the products or services they produce.

To prepare a representative employer sample, EDD uses detailed data bases on employers and their occupational staffing within industries.

Local CCOIS staff reviews the sample prepared by EDD and, when appropriate, add or delete local firms' names to obtain a sample of suitable employers for each occupation. The research analyst obtains appropriate firm names from the "Confidential Listing of the Universe of Employers (CLUE)," published by CCOIS; from the Yellow Pages; and from other local employers. Employers' names, addresses, telephone numbers, contact person, SIC code, account number, and the number of employees in the firm are added to the EDD sample.

QUESTIONNAIRE DEVELOPMENT

A basic questionnaire prepared by EDD's Labor Market Information Division in Sacramento is used for all occupations.

SURVEY PROCEDURES

To collect the information from employers and others, the local LMI staff used the following procedures:

1. The Project Coordinator chose a mail survey as an initial step of data collection. An employer who did not respond to the first questionnaire received a second one after ten working days. After a second deadline date, staff called the employer for the information if the questionnaire was needed to reach the response goal.
2. Prior to the first mailing, staff called each employer on EDD's list to verify if they hired in that occupation. They checked the company's name, address, telephone; and obtained the name of an appropriate contact person. Staff encouraged employers to participate in the program. Employers were eliminated from the list if they did not employ in the occupation.
3. The survey was started the first week of August 1996 and completed the second week of September 1996.
4. The Project Coordinator reviewed the returned questionnaires for accuracy and completeness. If the answers were unclear or conflicted with other information, staff called the contact persons to get correct information.

Survey Methods, continued

5. If a sufficient number of responses (approximately 50 percent) could not be obtained, other employers from the original sample were contacted.
6. The Project Coordinator interviewed employers and persons from training schools and the community college to get additional information on an occupation if needed.

TABULATION AND RESULTS

The local CCOIS staff entered survey responses (including responses to open-ended questions) into a database and tabulations were produced. From the tabulations, the Program Coordinator analyzed and prepared the final occupational summaries. EDD's Research Analyst reviewed and approved the final reports. Each occupational summary provides information on training and hiring requirements, size of the occupation, employment trends, supply/demand assessment, wages and fringe benefits, and other information. Responses to open-ended questions were included in the summaries unless otherwise noted in the "Guide to Occupational Summaries" section. Specific employer information is and will remain confidential.

Guide to Occupational Summaries

Following are descriptions of each section of the Occupational Summaries.

DESCRIPTION OF OCCUPATION

Descriptions are taken from the Occupational Employment Statistics (OES) Dictionary, published by the U. S. Department of Labor.

EDUCATION, TRAINING, AND EXPERIENCE

Education of recent hires indicates the level of formal education that most of the recently hired employees in the occupation have. Employers were asked to check one level of education only from the choices: less than high school, high school or equivalent, some college but no degree, Associate (2 year) degree, Bachelor (4 year) degree, or graduate study. All categories are included in the occupational summaries showing the percentage of responses. Whenever at least "some college" was selected as a response, that percentage number was added to the "high school/equivalency" percentage. Those having completed "some college, but no degree" were considered to have completed high school or its equivalency.

Training shows the percentage of responding employers who stated they never, sometimes, usually, or always accept training as a substitute for experience. Employers were asked to describe what and how much training is needed. Because few employers responded to the type and length of training, this data was not included in the report.

Previous work experience shows the percentage of responding employers who stated they never, sometimes, usually, or always require previous work experience. It also shows the range of the amount of experience required.

EMPLOYMENT TRENDS, SIZE

This section shows whether responding employers expect the occupation's employment to decline, remain stable, or grow over the next three years. Percentages of each category's responses are shown in each occupational summary. The number of people hired with reasons for employment and the turnover rate during the last 12 months are also shown in each summary. Turnover is the number of employees leaving over the last 12 months divided by the number of jobs represented by the employers responding to the survey.

Size and growth rate of an occupation are taken from data prepared by EDD: Table 6, of the "Occupational Employment Projections, 1993-2000, Mother Lode Consortium," pages E-5 through E-12, of the **Projections and Planning Information, Tuolumne County**, published by State of California/Employment Development Department/Labor Market Information Division in the spring of 1996. Whenever an occupation was not listed in the "Projections," the words "Not Available" appear on the size and growth line of the report. The terms **small, medium, large**, and **very large** used to describe the size refer to the estimated number of workers in the survey area. Occupational size in the Mother Lode Consortium is measured using the following scale:

Small	Less than 52
Medium	53 to 105
Large	106 to 227
Very large	228 and above

Growth rate describes the expected growth for the outlook period. One of several standard terms is used as follows:

Much faster than average	= 1.50 times average or more
Faster than average	= 1.10 to but not including 1.50 times average
Average	= .90 to but not including 1.10 times average
Slower than average	= Less than .90 times average
No significant change, or remain stable	
Slow decline	

Guide to Summaries, *continued*

SUPPLY AND DEMAND ASSESSMENT

The terms used in this section refer to the relative difficulty employers experience in locating qualified applicants for entry and experienced positions in the occupation.

Very difficult	Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when openings exist.
Somewhat difficult	Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times.
A Little difficult	Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.
Not difficult	Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

Supply and demand terms are listed separately for experienced and inexperienced workers unless the supply and demand is the same. In that case, the term *applicant* applies for both inexperienced and experienced workers.

IMPORTANT QUALIFICATIONS/SKILLS FOR JOB ENTRY

This section lists skills desired for each occupation. The data is taken from three sources. The primary source is LMID's skills database. The skills in the database are categorized as **technical**, **physical**, **personal**, and **basic**. Occasionally one or two categories were not shown on LMID's list and, therefore, not shown on the report. The second source is employers' responses to the question, "What type of **computer software skills**, if any, do you seek in applicants for this occupation?" Some responses to this question were grouped and included with LMID's skills and LMID's four database categories by the project coordinator (based on professional knowledge). The third source is employers' responses to the question, "Over the next three years, what **new skills** are needed to perform the functions of this occupation?"

KEY TERMS

The words **almost all**, **most**, **many**, **some**, or **few** are used when showing percentages of responding employers' replies. The reader should use the following guidelines for interpretation:

Almost All employers	more than 75% of the survey respondents
Most employers	51% up to and including 75% of the survey respondents
Many employers	35% up to and including 50% of the survey respondents
Some employers	10% up to but not including 35% of the survey respondents
Few employers	less than 10% of the survey respondents

Guide to Summaries, continued

WAGES

Wage information is obtained from employers' responses. Extreme wage responses, not representative of most employers, are omitted. Results are reported for three levels of experience defined as follows:

New hires, no experience	Persons trained or untrained with no paid experience in the occupation.
New hires, experienced	Experienced persons (or at journey level) just starting at the firm.
Experienced, after 3 years	Experienced persons with at least three years' experience at the firm.

BENEFITS OFFERED

All categories are included in the summaries except the "other" category. Almost all employers did not list an "other" benefit; therefore, none are shown in the summaries.

HOURS and GENDER

The average weekly hours shown are "weighted averages" by the number of employees. Gender information is taken from survey responses.

RECRUITMENT METHODS

Data is obtained from employer surveys and presented by percentage of responding employers for each recruitment method. All responses are reported including the "other" category.

WHERE THE JOBS ARE

This section lists the industries representing the employers who responded to the survey. Industry titles are taken from the corresponding SIC codes shown in the "Numerical List of Short Titles" section of the **Standard Industrial Classification** Manual published in 1987. Whenever two or more industry titles were similar, the project coordinator (based on professional knowledge) combined the two titles into one to avoid redundancy.

PROMOTIONAL OPPORTUNITIES

Data is obtained from the responding employers who state promotional opportunities exist for the occupation. All responses are included in the summaries. Whenever the promotional job titles were similar, the project coordinator (based on professional knowledge) combined them to avoid redundancy.

RELATED DICTIONARY OF OCCUPATIONAL TITLES (DOT)

DOTs listed are not taken from survey responses. Because the DOT uses a more detailed classification system than the OES, each OES-defined occupation can be matched to several related DOT-defined occupations. The DOT related occupation titles and codes are taken from the "OES DOT Conversion" section of the **CCOIS Technical Guide Supplement** published by the State of California Employment Development Department in 1993. Only some of the more sizeable DOT-related occupations are listed for each surveyed occupation. The codes were selected based on the professional knowledge of the project coordinator.

Guide to Summaries, continued

ADDITIONAL INFORMATION

The editions of the references listed are

California Occupational Guide (COG) Bulletin, published by the Labor Market Information Division, California State Employment Development Department. The **Guides** are also available through the LMID's home page on the Internet: <http://www.calmis.cahwnet.gov> or on LMID's electronic bulletin board system, **LMI On-Line**. (Modem access only at (916) 262-2227.)

Dictionary of Occupational Titles (DOT) 4th Edition, Revised 1991, JIST WORKS, INC., unabridged reprint compiled by the U. S. Department of Labor, Employment & Training Administration.

Occupational Outlook Handbook (OOH) 1994-95 Edition, JIST WORKS, INC., a reprint of the U. S. Department of Labor's Occupational Outlook Handbook, 1994-95 Edition, April 1994 Bulletin 2450.

Additional California labor market information and EDD services can be obtained through the home page Internet and the **LMI On-Line** numbers.

Quick Reference

This section provides a summary of all the occupations surveyed from 1990 through 1996. It includes the year the occupation was studied, the size and growth trends projected by EDD, the hourly wages for the year surveyed, and the degree of competitiveness for the occupation according to employers' responses.

Very competitive or **competitive** means employers have no or little difficulty finding qualified applicants when an opening occurs. **Good** means employers may have some difficulty and **very good** means employers may have great difficulty finding qualified applicants when openings exist.

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
ACCOUNTANTS AND AUDITORS (1996) Size of Occupation: Large (190 to 225 by 2000) Growth Rate: Average	<u>NON-UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-17.00 \$8.00-25.00 11.00-29.00 \$5.48-\$5.48 \$5.48-13.56 \$10.22-15.70	\$11.81 \$13.28 \$15.77 \$5.48 \$9.52 \$12.96	Competitive Competitive
AMUSEMENT & RECREATION ATTENDANTS (1992) Size of Occupation: Very large (211 and above by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.00 \$4.25-8.58 \$4.25-11.28	\$4.75 \$5.38 \$7.00	Very competitive Competitive
AUTOMOTIVE BODY REPAIRERS & RELATED REPAIRERS (1992) Size of Occupation: Small to Medium (40 to 50 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$4.25-10.00 \$6.00-16.00 \$9.80-17.33	\$5.25 \$10.50 \$13.50	Competitive Good
AUTOMOTIVE MECHANICS (1990) Size of Occupation: Very large (210 to 260 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-10.00 \$8.00-13.00 \$10.00-15.00	\$6.00 \$9.50 \$12.00	Good Very good
AUTOMOTIVE MECHANICS (1993) Size of Occupation: Very large (210 to 260 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-10.00 \$4.25-13.00 \$7.75-15.50	\$6.50 \$9.00 \$12.50	Very good Very good
BARTENDERS (1993) Size of Occupation: Very large (220 to 280 by 1996) Growth Rate: Average	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	N/A \$4.98-4.98 \$8.44-8.44 \$4.25-7.80 \$4.50-7.80 \$5.00-8.50	N/A \$4.98 \$8.44 \$5.00 \$5.75 \$7.00	Good Good Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
BOOKKEEPING, ACCOUNTING/AUDITING CLERKS, incl. Bookkeepers (1990) Size of Occupation: Very large (840 to 900 by 1996) Growth Rate: Slower than average	New Hires, No Experience	\$4.25-7.00	\$5.90	Competitive
	New Hires, Experienced	\$4.25-8.50	\$6.75	Good
	Experienced, 3 Years With Firm	\$7.00-10.00	\$8.40	
BOOKKEEPING, ACCOUNTING/AUDITING CLERKS, incl. Bookkeepers (1993) Size of Occupation: Very large (840 to 900 by 1996) Growth Rate: Slower than average	New Hires, No Experience	\$5.00-7.75	\$6.00	Good
	New Hires, Experienced	\$5.00-9.00	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$6.50-11.00	\$9.25	
BUS DRIVERS, SCHOOL (1991) Size of Occupation: Large (100 to 160 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$8.29-12.50	\$9.50	Competitive
	New Hires, Experience	\$8.71-13.50	\$9.42	Good
	Experienced, 3 Years With Firm	\$9.61-15.00	\$10.69	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$8.50-9.11	\$8.50	Competitive
	New Hires, Experienced	\$8.00-9.11	\$8.50	Good
	Experienced, 3 Years With Firm	\$9.60-12.08	\$11.20	
BUTCHERS & MEAT CUTTERS (1991) Size of Occupation: Large (130 to 160 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$5.59-8.00	\$5.89	Competitive
	New Hires, Experience	\$5.59-10.00	\$7.13	Good
	Experienced, 3 Years With Firm	\$9.50-14.00	\$14.00	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.25-7.00	\$5.00	Competitive
	New Hires, Experienced	\$6.00-12.00	\$8.00	Good
	Experienced, 3 Years With Firm	\$8.50-15.00	\$11.00	
CABINET MAKERS, BENCH CARPENTERS (1991) Size of Occupation: Medium (70 to 80 by 1996) Growth Rate: Slower than average	New Hires, No Experience	\$4.50-9.00	\$5.00	Competitive
	New Hires, Experienced	\$4.50-11.00	\$7.50	Good
	Experienced, 3 Years With Firm	\$8.00-15.00	\$10.00	
CARPENTERS (1991) Size of Occupation: Very large (390 to 500 by 1996) Growth Rate: Faster than average	New Hires, No Experience	\$5.00-10.00	\$7.00	Competitive
	New Hires, Experienced	\$7.50-15.00	\$10.00	Good
	Experienced, 3 Years With Firm	\$10.00-16.50	\$15.00	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
CARPENTERS (1995) Size of Occupation: Very large (265 - 290 by 1998) Growth Rate: Slower than average (but high turnover) (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$6.00-30.50 \$8.00-30.50 \$12.00-30.50	\$8.00 \$12.00 \$15.00	Good Good
CARPET INSTALLERS (1993) Size of Occupation: Small (23 to 40 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-6.00 \$7.00-20.00 \$11.00-24.00	\$5.75 \$9.00 \$13.25	Good Good
CASHIERS (1991) Size of Occupation: Very large (1030 to 1310 by 1996) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.43 \$5.59-7.63 \$7.63-13.98 \$4.25-5.50 \$4.50-8.00 \$5.00-10.00	\$5.59 \$6.54 \$9.15 \$4.50 \$5.00 \$7.75	Good Good
CASHIERS (1996) Size of Occupation: Very Large (1040 to 1305 by 2000) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.00 \$4.25-9.00 \$6.00-12.00	\$4.50 \$5.00 \$6.88	Good Good
CHILD CARE WORKERS (1991) Size of Occupation: Medium (60 to 90 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-10.00 \$4.75-10.00 \$5.00-10.00	\$4.40 \$6.00 \$7.00	Competitive Very Good
CHILD CARE WORKERS (1995) Size of Occupation: Medium (60 - 95 by 1998) Growth Rate: Faster than average (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$5.00-7.00 \$6.00-8.00 \$6.25-9.25	\$6.00 \$6.66 \$7.90	Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
COMPUTER AIDED DESIGN (CAD) TECHNICIANS (1995) Size of Occupation: Medium (65 - 70 by 1998) Growth Rate: Slower than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$10.54-11.00 \$11.00-12.11 \$12.73-14.02	\$10.77 \$11.56 \$13.38	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-12.00 \$7.50-18.25 \$10.00-24.00	\$8.50 \$9.00 \$14.00	Competitive Good
COMPUTER & SOFTWARE SUPPORT TECHNICIANS (1995) Size of Occupation: Small Growth Rate: Remain stable (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$5.00-6.00 \$8.00-19.25 \$12.00-23.50	\$5.50 \$13.42 \$16.25	Good Very good
COMPUTER PROGRAMMERS, Including Aides (1994) Size of Occupation: Small (45 to 50 by 1998) Growth Rate: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$10.54-18.00 \$15.43-18.00 \$17.86-19.75	\$13.34 \$16.27 \$17.97	Very Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.20-7.20 \$9.20-18.00 \$13.00-20.20	\$7.20 \$9.25 \$20.20	Very competitive Good
CONCRETE & TERRAZZO FINISHERS (1993) Size of Occupation: Medium (72 to 91 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-6.00 \$8.00-15.00 \$10.00-19.00	\$5.50 \$10.00 \$12.00	Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
COOKS, INSTITUTION OR CAFETERIA (1996) Size of Occupation: Large (200 to 225 by 2000) Growth Rate: Slower than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$6.00-11.00 \$6.00-14.01 \$7.20-17.34	\$8.62 \$9.58 \$10.72	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.25-9.50 \$6.50-10.00 \$7.00-11.25	\$6.50 \$7.50 \$8.50	Competitive Good
COOKS, RESTAURANT (1990) Size of Occupation: Very large (320 to 420 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-6.50 \$4.25-8.00 \$6.50-12.00	\$5.00 \$6.00 \$7.50	Good Good
COOKS, RESTAURANT (1994) Size of Occupation: Very large (320 to 365 by 1998) Growth Rate: Much faster than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$6.61-6.61 \$6.61-6.61 \$11.45-11.45	\$6.61 \$6.61 \$11.45	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.00 \$5.00-9.00 \$6.00-12.00	\$5.00 \$6.00 \$8.00	Competitive Good
CORRECTION OFFICERS, JAILERS (1991) Size of Occupation: Very large (1000 to 1450 by 1996) Growth Rate: No significant change	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$9.53-14.42 \$9.53-14.42 \$11.59-18.92	\$10.88 \$10.88 \$18.02	Competitive Competitive
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$9.76-9.76 \$9.76-9.76 \$10.76-10.76	\$9.76 \$9.76 \$10.76	Competitive Competitive

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
CORRECTIONAL OFFICERS, JAILERS (1996) Size of Occupation: Very large (1025 to 1400 by 2000) Growth Rate: Much faster than average	<u>UNION/NON-UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$10.00-13.50 \$10.00-15.75 12.00-22.25	\$11.56 \$13.58 \$18.21	Competitive Competitive
COUNTER & RENTAL CLERKS (1994) Size of Occupation: Medium (75 to 95 by 1998) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-7.00 \$4.50-8.00 \$5.50-11.50	\$5.00 \$5.00 \$7.00	Competitive Competitive
DATA PROCESSING EQUIPMENT REPAIRERS (1994) Size of Occupation: Information not available Growth Rate: Information not available	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$10.30-20.00 \$10.30-20.00 \$13.50-24.30 \$6.00-9.65 \$9.00-11.55 \$11.00-14.45	\$14.50 \$15.15 \$17.30 \$7.83 \$10.28 \$12.73	Good Good Good Good
DENTAL ASSISTANTS (1991) Size of Occupation: Large (70 to 100 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.50 \$4.25-9.00 \$7.00-13.00	\$6.50 \$8.06 \$10.00	Competitive Good
DENTAL ASSISTANTS (1995) Size of Occupation: Medium (75 - 85 by 1998) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-10.00 \$6.50-10.50 \$8.50-14.00	\$7.50 \$9.00 \$10.75	Good Competitive
DENTAL HYGIENISTS (1992) Size of Occupation: Small to Medium (40 to 60 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$20.00-33.00 \$22.00-35.00 \$22.50-45.50	\$25.63 \$26.88 \$30.00	Good Very Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
DRAFTERS (1991) Size of Occupation: Small (49 or less by 1996) Growth Rate: No significant change	New Hires, No Experience	\$5.00-10.00	\$6.75	Competitive
	New Hires, Experienced	\$7.00-10.00	\$6.75	Very Good
	Experienced, 3 Years With Firm	\$8.00-20.00	\$11.25	
DRYWALL INSTALLERS (1993) Size of Occupation: Medium (52 to 65 by 1996) Growth Rate: Average	New Hires, No Experience	\$6.00-7.00	\$6.00	Competitive
	New Hires, Experienced	\$7.00-15.00	\$12.00	Good
	Experienced, 3 Years With Firm	\$13.00-20.00	\$15.00	
ELECTRICAL & ELECTRONIC ASSEMBLERS (1991) Size of Occupation: Large (100 to 210 by 1996) Growth Rate: Information not available	New Hires, No Experience	\$4.25-4.50	\$4.25	Competitive
	New Hires, Experienced	\$4.50-8.00	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.00-12.00	\$6.38	
ELECTRICAL & ELECTRONIC ASSEMBLERS (1996) Size of Occupation: Large (106 to 227) Growth Rate: Much faster than average	New Hires, No Experience	\$4.25-7.00	\$5.25	Competitive
	New Hires, Experienced	\$4.25-7.00	\$5.75	Good
	Experienced, 3 Years With Firm	\$5.50-10.00	\$7.50	
ELECTRICAL & ELECTRONIC ENGINEERS (1995) Size of Occupation: Medium (50 - 65 by 1998) Growth Rate: Much faster than average	New Hires, No Experience	\$6.00-10.00	\$9.00	Good
	New Hires, Experienced	\$7.00-26.50	\$12.00	Good
	Experienced, 3 Years With Firm	\$8.50-38.00	\$15.00	
ELECTRICAL & ELECTRONIC ENGINEERING TECHNICIANS (1993) Size of Occupation: Medium (40 to 60 by 1996) Growth Rate: Much faster than average	New Hires, No Experience	\$6.00-8.00	\$6.50	Good
	New Hires, Experienced	\$6.00-14.50	\$9.25	Good
	Experienced, 3 Years With Firm	\$8.00-16.00	\$12.00	
ELECTRICIANS (1992) Size of Occupation: Medium to large (90 to 110 by 1996) Growth Rate: Average	UNION			
	New Hires, No Experience	\$8.50-13.62	\$11.06	Very competitive
	New Hires, Experience	\$8.00*-15.92	\$11.06	Good
	Experienced, 3 Years With Firm	\$12.00-18.43	\$13.19	
	NON-UNION			
	New Hires, No Experience	\$5.00-12.50	\$9.00	Very competitive
	New Hires, Experienced	\$8.00-13.81	\$12.25	Good
	Experienced, 3 Years With Firm	\$13.81-25.00	\$15.00	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers

for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
FINANCIAL MANAGERS (1996) Size of Occupation: Very large (240 to 265 by 2000) Growth Rate: Slower than average	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$8.75-31.25 \$11.00-32.75 \$14.50-33.75	\$16.87 \$19.25 \$21.65	Good Good Good
	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	Not Applicable \$13.00-19.00 \$15.00-21.00	N/A \$16.86 \$18.25	N/A Good Good
FIREFIGHTERS (1990) Size of Occupation: Very large (210 to 270 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$1100-1800/mo \$1200-1800/mo \$1350-2000/mo	N/A N/A N/A	Competitive Good Good
FOOD PREPARATION WORKERS (1990) Size of Occupation: Very large (440 to 560 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-6.75 \$4.25-7.00 \$5.75-10.00	\$4.75 \$5.00 \$7.00	Competitive Good Good
FOOD PREPARATION WORKERS (1996) Size of Occupation: Very large (700 to 890 by 2000) Growth Rate: Faster than average	<u>NON-UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$4.25-6.50 \$4.25-7.00 \$5.25-10.00	\$4.43 \$5.66 \$7.19	Competitive Competitive Competitive
	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.90-\$7.67 \$5.90-8.17 \$8.99-9.14	\$7.40 \$8.15 \$9.00	Competitive Competitive Competitive
FOOD SERVICE & LODGING MANAGERS (1990) Size of Occupation: Large (150 to 210 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.50 \$5.00-10.00 \$6.00-12.00	\$5.08 \$6.00 \$7.63	Competitive Good Good
FOOD SERVICE MANAGERS (1993) Size of Occupation: Medium (57 to 73 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.50 \$5.00-14.75 \$7.00-15.00	\$6.00 \$7.75 \$10.00	Very good Very good Very good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
FOREST & CONSERVATION WORKERS (1993) Size of Occupation: Very large (260 to 300 by 1996) Growth Rate: Slower than average	New Hires, No Experience	\$6.50-7.75	\$7.25	Good
	New Hires, Experienced	\$7.00-12.50	\$8.25	Very good
	Experienced, 3 Years With Firm	7.85-12.75	\$9.60	
GARDENERS, GROUNDSKEEPERS, excluding farm (1991) Size of Occupation: Very large (220 to 280 by 1996) Growth Rate: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$4.25-12.94	\$6.76	Very competitive
	New Hires, Experience	\$4.25-13.51	\$6.94	Good
	Experienced, 3 Years With Firm	\$5.00-15.52	\$8.22	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.45-8.76	\$5.00	Very Competitive
	New Hires, Experienced	\$4.65-8.77	\$5.00	Good
	Experienced, 3 Years With Firm	\$5.00-10.00	\$7.75	
GARDENERS, GROUNDSKEEPERS, excluding farm (1995) Size of Occupation: Large (220 -245 by 1998) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$9.17-11.13	\$9.72	Competitive
	New Hires, Experience	\$9.48-18.00	\$9.73	Competitive
	Experienced, 3 Years With Firm	\$10.45-19.75	\$11.19	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.50-8.25	\$6.00	Competitive
	New Hires, Experienced	\$5.00-8.50	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$6.50-9.75	\$8.31	
GENERAL MANAGERS, TOP EXECUTIVES (1992) Size of Occupation: Very large (1010 to 1270 by 1996) Growth Rate: Faster than average	New Hires, No Experience	\$30,000-62,728/yr	\$45,000	Very competitive
	New Hires, Experienced	\$30,000-69,309/yr	\$48,000	Good
	Experienced, 3 Years With Firm	\$33,075-83,000/yr	\$52,800	
GENERAL OFFICE CLERKS (1991) Size of Occupation: Very large (600 to 720 by 1996) Growth Rate: Slower than average	New Hires, No Experience	\$4.25-8.55	\$6.50	Very competitive
	New Hires, Experienced	\$4.25-9.01	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$6.50-10.50	\$8.21	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
GENERAL OFFICE CLERKS (1996) Size of Occupation: Very large (880 -1000 by 2000) Growth Rate: Slower than average	<u>NON-UNION</u>			
	New Hires, No Experience	\$5.00-11.00	\$6.00	Competitive
	New Hires, Experience	\$5.50-11.00	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$6.00-13.00	\$9.00	
	<u>UNION</u>			
	New Hires, No Experience	\$8.27-8.31	\$8.29	Competitive
	New Hires, Experienced	\$8.68-10.54	\$9.40	Competitive
GLAZIERS (1993) Size of Occupation: Small (13 to 16 by 1996) Growth Rate: Average	Experienced, 3 Years With Firm	\$9.13-13.33	\$11.50	
	<u>UNION</u>			
	New Hires, No Experience	N/A	N/A	Competitive
	New Hires, Experience	\$20.40-20.40	\$20.40	Good
	Experienced, 3 Years With Firm	\$20.40-20.40	\$20.40	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$5.00-6.50	\$5.00	
GUARDS, WATCHGUARDS (1992) Size of Occupation: Large (160 to 190 by 1996) Growth Rate: Slower than average	New Hires, Experienced	\$6.00-12.00	\$7.75	
	Experienced, 3 Years With Firm	\$9.00-15.00	\$11.00	
	New Hires, No Experience	\$4.50-8.25	\$5.38	Very competitive
	New Hires, Experienced	\$4.50-10.00	\$5.50	Competitive
HAIRDRESSERS, HAIRSTYLISTS, COSMETOLOGISTS (1992) (Limited Survey) Size of Occupation: Medium (60 to 80 by 1996) Growth Rate: Faster than average	Experienced, 3 Years With Firm	\$5.00-12.74	\$7.00	
	New Hires, No Experience	\$5,001-40,000+/yr	\$30,000+	N/A
	New Hires, Experienced			
	Experienced, 3 Years With Firm			

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
HEATING, AIR CONDITIONING/REFRIG MECHANICS/INSTALLERS (1992) Size of Occupation: Small to Medium (40 to 50 by 1996) Growth Rate: Average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$8.50-8.50 \$8.50-8.50 \$13.50-13.50	\$8.50 \$8.50 \$13.50	Competitive Very good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.50 \$8.00-19.50 \$10.00-19.50	\$7.00 \$9.00 \$12.50	Competitive Very good
HEATING, AIR CONDITIONING/REFRIG MECHANICS/INSTALLERS (1995) Size of Occupation: Medium (65 - 75 by 1998) Growth Rate: Faster than average (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$ \$6.00-9.00 \$ \$8.00-14.00 \$10.00-15.00	\$7.50 \$10.00 \$13.50	N/A Good
HOME HEALTH CARE WORKERS (1990) Size of Occupation: Very large (200 to 300 by 1996) Growth Rate: Faster than average (State Dept of Health Svcs)	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-6.85 \$4.25-6.85 \$4.25-7.00	\$4.50 \$5.00 \$5.88	Very good Very good
HOME HEALTH CARE WORKERS (1995) Size of Occupation: Very large Growth Rate: Remain stable (Union employers tend to pay at high end.)	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$ \$4.50-8.00 \$ \$5.00-9.00 \$6.00-10.00	\$6.60 \$7.46 \$8.00	Competitive Competitive
HOTEL DESK CLERKS (1992) Size of Occupation: Large (120 to 170 by 1996) Growth Rate: Much faster than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$ \$5.02-5.02 \$ \$5.22-5.22 \$9.47-9.47 \$4.25-6.00 \$4.25-6.50 \$5.00-7.50	\$5.02 \$5.22 \$9.47 \$5.00 \$5.50 \$6.25	Competitive Good Competitive Good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
HUMAN SERVICE WORKERS (1994) Size of Occupation: Medium (65 to 75 by 1998) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience \$ \$7.50-7.93 New Hires, Experience \$ \$8.34-8.50 Experienced, 3 Years With Firm \$8.76-9.75		\$7.72 \$8.42 \$9.26	Good Very good
	<u>NON-UNION</u> New Hires, No Experience \$7.02-8.25 New Hires, Experienced \$7.90-12.00 Experienced, 3 Years With Firm \$9.00-20.00		\$8.00 \$9.78 \$12.03	Good Very good
INDUSTRIAL TRUCK & TRACTOR OPERATORS (1996) Size of Occupation: Large (120 to 135 by 2000) Growth Rate: Slower than average	<u>NON-UNION/UNION</u> New Hires, No Experience \$4.25-7.00 New Hires, Experienced \$5.00-15.00 Experienced, 3 Years With Firm \$7.00-16.50		\$5.25 \$9.00 \$9.00	Competitive Good
INSTRUCTIONAL AIDES (1995) Size of Occupation: Very large (625 - 710 by 1998) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience \$ \$6.49-9.13 New Hires, Experience \$ \$6.49-9.13 Experienced, 3 Years With Firm \$8.07-10.00		\$7.41 \$7.52 \$8.91	Competitive Competitive
	<u>NON-UNION</u> New Hires, No Experience \$5.75-9.25 New Hires, Experienced \$5.75-9.25 Experienced, 3 Years With Firm \$7.25-11.75		\$6.37 \$6.45 \$8.23	Competitive Competitive
INSURANCE POLICY PROCESSING CLERKS (1991) Size of Occupation: Small (30 to 49 by 1996) Growth Rate: No significant change	New Hires, No Experience \$4.25-10.59 New Hires, Experienced \$5.00-10.59 Experienced, 3 Years With Firm \$6.00-16.00		\$5.29 \$6.50 \$8.91	Competitive Good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
JANITORS & CLEANERS, Excluding Maids & Housekeepers (1990) Size of Occupation: Very large (410 to 510 by 1996) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ \$5.00-8.38 New Hires, Experience \$ \$5.00-8.85 Experienced, 3 Years With Firm \$6.66-10.05		\$7.34 \$7.98 \$8.99	Competitive Competitive
	<u>NON-UNION</u> New Hires, No Experience \$4.50-7.75 New Hires, Experienced \$5.00-8.50 Experienced, 3 Years With Firm \$5.25-9.75		\$5.13 \$5.88 \$6.75	Competitive Competitive
JANITORS & CLEANERS, Excluding Maids & Housekeepers (1996) Size of Occupation: Very large (430 to 480 by 2000) Growth Rate: Slower than average	<u>UNION</u> New Hires, No Experience \$ \$6.03-12.04 New Hires, Experience \$ \$6.73-13.11 Experienced, 3 Years With Firm \$7.67-14.18		\$9.01 \$9.26 \$9.76	Competitive Competitive
	<u>NON-UNION</u> New Hires, No Experience \$4.25-8.75 New Hires, Experienced \$4.25-10.00 Experienced, 3 Years With Firm \$5.50-10.00		\$5.00 \$7.80 \$8.50	Competitive Competitive
LAN/WAN NETWORK MANAGERS (1996) Size of Occupation: Not available Growth Rate: Not Available	<u>UNION</u> New Hires, No Experience \$ \$18.00-20.78 New Hires, Experience \$ \$16.01-20.78 Experienced, 3 Years With Firm \$19.46-24.07		\$19.39 \$19.39 \$21.96	Very Good Good
	<u>NON-UNION</u> New Hires, No Experience Not Applicable New Hires, Experienced \$11.25-19.25 Experienced, 3 Years With Firm \$12.25-23.50		N/A \$13.84 \$15.62	N/A Good
LEGAL SECRETARIES (1991) Size of Occupation: Small (30 to 40 by 1996) Growth Rate: Average	New Hires, No Experience \$4.50-7.50 New Hires, Experienced \$6.00-10.88 Experienced, 3 Years With Firm \$6.50-13.61		\$5.50 \$8.00 \$9.50	Competitive Good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
LICENSED VOCATIONAL NURSES (1990) Size of Occupation: Large (130 to 160 by 1996) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.70-8.96 \$8.46-9.41 \$9.35-10.89 \$5.50-10.50 \$6.00-10.50 \$7.50-12.00	\$8.33 \$8.93 \$10.12 \$6.88 \$8.00 \$9.00	Good Very good Good Very good
LICENSED VOCATIONAL NURSES (1994) Size of Occupation: Large (155 to 170 by 1998) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$9.69-10.64 \$11.02-11.76 \$12.15-14.28 \$8.00-14.75 \$9.00-16.50 \$10.00-18.95	\$10.17 \$11.39 \$13.22 \$10.00 \$11.00 \$12.00	Good Good Good Good
LOAN & CREDIT CLERKS (1991) Size of Occupation: Medium (60 to 70 by 1996) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.75-9.41 \$5.50-13.45 \$6.00-20.17	\$6.00 \$8.24 \$9.00	Competitive Good
LODGING MANAGERS (1996) Size of Occupation: Medium (90 to 100 by 2000) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.75-8.50 \$4.75-17.00 \$5.25-23.00	\$5.45 \$6.25 \$8.00	Good Good
MACHINE TOOL CUTTERS & TENDERS (1992) Size of Occupation: Small (40 to 50 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-7.00 \$6.50-16.85 \$9.00-19.25	\$6.25 \$8.25 \$13.00	Very Competitive Good
MACHINISTS (1996) Size of Occupation: Medium (75 to 80 by 2000) Growth Rate: Slower than average	<u>NON-UNION/UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.00 \$8.00-16.50 \$11.00-16.50	\$7.00 \$11.00 \$14.50	Good Good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
MAIDS AND HOUSEKEEPING CLEANERS (1996) Size of Occupation: Very large (645 to 750 by 2000) Growth Rate: Average	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-5.50 \$4.50-5.50 \$5.25-8.00	\$4.58 \$5.00 \$6.00	Competitive Good
	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.80-8.20 \$5.80-8.61 \$7.00-9.97	\$7.00 \$7.21 \$8.49	Competitive Good
MAINTENANCE REPAIRERS, GENERAL UTILITY (1990) Size of Occupation: Very large (510 to 620 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-12.00 \$6.50-13.00 \$8.00-16.00	\$7.84 \$8.67 \$9.50	Competitive Good
MAINTENANCE REPAIRERS, General Utility (1996) Size of Occupation: Very large (580 to 695 by 2000) Growth Rate: Average	<u>NON-UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$4.50-12.00 \$5.00-13.00 \$5.50-14.50	\$7.00 \$7.60 \$9.50	Competitive Competitive
	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$10.65-12.00 \$10.65-13.00 \$11.75-16.00	\$12.00 \$12.97 \$14.00	Competitive Competitive
MEDICAL ASSISTANTS (1991) Size of Occupation: Medium (60 to 90 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-7.00 \$5.00-8.50 \$6.00-10.00	\$5.50 \$7.00 \$8.00	Competitive Good
MEDICAL ASSISTANTS (1995) Size of Occupation: Medium (60 - 65 by 1998) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.50 \$6.00-9.00 \$7.50-10.00	\$6.50 \$7.50 \$9.00	Good Good
MEDICAL & CLINICAL LABORATORY TECHNICIANS (1992) Size of Occupation: Small (20 to 45 by 1996) Growth Rate: Much faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$13.30-16.50 \$15.50-17.88 \$17.09-19.00	\$14.99 \$16.53 \$18.05	Good Good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
MEDICAL MACHINE TRANSCRIPTIONISTS (1993) Size of Occupation: Information not available Growth Rate: Information not available	New Hires, No Experience	\$6.00-9.00	\$7.50	Good
	New Hires, Experienced	\$6.75-10.00	\$7.75	Good
	Experienced, 3 Years With Firm	\$7.50-11.25	\$9.50	
MEDICAL RECORDS TECHNICIANS (1992) Size of Occupation: Small (30 to 50 b6 1996) Growth Rate: Much faster than average	New Hires, No Experience	\$4.25-8.75	\$5.91	Competitive
	New Hires, Experienced	\$4.70-9.60	\$6.50	Competitive
	Experienced, 3 Years With Firm	\$5.50-10.50	\$7.57	
MEDICAL SECRETARIES (1991) Size of Occupation: Medium (80 to 100 by 1996) Growth Rate: Average	New Hires, No Experience	\$4.25-7.00	\$5.50	Competitive
	New Hires, Experienced	\$5.25-9.00	\$7.25	Good
	Experienced, 3 Years With Firm	\$5.00-12.00	\$8.50	
MOBILE HEAVY EQUIPMENT MECHANICS, except engines (1990) Size of Occupation: Large 80 to 100 by 1996) Growth Rate: Average	New Hires, No Experience	\$8.00-12.25	\$9.13	Good
	New Hires, Experienced	\$9.50-16.50	\$12.72	Very good
	Experienced, 3 Years With Firm	\$10.50-20.00	\$13.14	
NURSE AIDES (1994) Size of Occupation: Very large (305 to 340 by 1998) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience \$	\$6.50-8.01	\$7.30	Competitive
	New Hires, Experience \$	\$6.50-8.85	\$7.30	Good
	Experienced, 3 Years With Firm	\$7.40-9.78	\$8.01	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.00-6.79	\$6.58	Competitive
	New Hires, Experienced	\$6.00-7.53	\$7.20	Good
NURSE AIDES, ORDERLIES, & ATTENDANTS (1990) Size of Occupation: Very large (250 to 300 by 1996) Growth Rate: Slower than average	Experienced, 3 Years With Firm	\$7.00-8.50	\$8.09	
	<u>UNION</u>			
	New Hires, No Experience	\$4.88-6.24	\$5.41	Good
	New Hires, Experience	\$5.07-6.56	\$5.66	Good
	Experienced, 3 Years With Firm	\$5.50-6.90	\$6.19	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$5.00-6.00	\$5.35	Good
	New Hires, Experienced	\$5.00-7.00	\$5.75	Good
	Experienced, 3 Years With Firm	\$5.25-7.25	\$6.00	

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
OPERATING ENGINEERS (1990) Size of Occupation: Very large (200 to 250 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$10.17-19.21	N/A	Competitive
	New Hires, Experience	\$18.59-26.20	N/A	Competitive
	Experienced, 3 Years With Firm	\$18.59-26.20	N/A	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$8.00-11.00	\$8.63	Competitive
	New Hires, Experienced	\$10.50-15.00	\$12.07	Competitive
OPERATING ENGINEERS (1996) Size of Occupation: Very Large (228 and above) Growth Rate: Faster than average	Experienced, 3 Years With Firm	\$12.00-20.00	\$14.80	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$8.00-15.00	\$9.00	Competitive
	New Hires, Experience	\$10.00-15.00	\$11.00	Good
	Experienced, 3 Years With Firm	\$12.00-20.00	\$15.00	
	<u>UNION</u>			
	New Hires, No Experience	12.92 - 12.92	\$12.92	Competitive
OPTICIANS, DISPENSING & MEASURING (1994) Size of Occupation: Small (20 to 30 by 1998) Growth Rate: Slower than average	New Hires, Experienced	\$10.00-25.18	\$14.68	Good
	Experienced, 3 Years With Firm	11.50-25.18	\$15.88	
	New Hires, No Experience	\$4.50-6.95	\$5.75	Competitive
	New Hires, Experienced	\$6.00-10.40	\$7.00	Good
PAINTERS, CONSTRUCTION (1991) Size of Occupation: Large (100 to 120 by 1996) Growth Rate: Slower than average	Experienced, 3 Years With Firm	\$7.50-10.00	\$8.00	
	<u>UNION</u>			
	New Hires, No Experience	\$8.50-10.78	\$9.64	Good
	New Hires, Experience	\$8.50-17.82	\$17.00	Very good
	Experienced, 3 Years With Firm	\$11.50-19.65	\$18.65	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.75-8.00	\$6.00	Good
	New Hires, Experienced	\$7.00-10.00	\$7.75	Very good
	Experienced, 3 Years With Firm	\$10.00-14.00	\$12.00	

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PARALEGAL PERSONNEL (1995) Size of Occupation: Small (Not available) Growth Rate: Remain stable	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-12.00 \$6.25-13.00 \$8.25-14.50	\$8.50 \$10.00 \$12.00	Good Competitive
PAVING & TAMPING EQUIPMENT OPERATORS (1993) Size of Occupation: Large (120 to 160 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-8.00 \$7.00-15.00 \$10.00-15.00	\$7.00 \$10.00 \$11.00	Very good Very good
PAYROLL, TIMEKEEPING CLERKS (1992) Size of Occupation: Small (30 to 20 by 1996) Growth Rate: Slow decline	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.88-11.76 \$6.00-14.00 \$6.00-17.00	\$7.75 \$9.00 \$10.80	Competitive Competitive
PERSONNEL, TRAINING & LABOR RELATIONS MANAGERS (1995) Size of Occupation: Small (35 - 35 by 1998) Growth Rate: Remain stable (Union employers tend to pay at high end.)	<u>NON-UNION and UNION:</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	 \$5.00-13.00 \$6.00-23.75 \$7.00-27.75	 \$9.03 \$15.89 \$18.73	Good Competitive
PEST CONTROLLERS & ASSISTANTS (1993) Size of Occupation: Information not available Growth Rate: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-10.50 \$5.00-11.50 \$6.00-12.75	\$8.00 \$9.00 \$10.75	Very good Good
PHARMACISTS (1992) Size of Occupation: Medium (60 to 80 b6 1996) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	 \$28.00-28.00 \$28.00-28.00 \$28.00-28.00 \$19.58-30.00 \$18.00*-35.00 \$18.00-35.00	 \$28.00 \$28.00 \$28.00 \$25.50 \$25.00 \$26.67	Good Very good Good Very good

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PHARMACY TECHNICIANS (1995) Size of Occupation: Small (30 - 40 by 1998) Growth Rate: Remain stable	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.25-9.00 \$6.00-10.00 \$9.95-12.00	\$8.00 \$7.88 \$10.75	Competitive Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-8.00 \$6.50-10.25 \$8.00-12.25	\$7.25 \$8.75 \$11.50	Competitive Good
PHLEBOTOMISTS (1994) Size of Occupation: Information not available Growth Rate: Information not available	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm	\$ \$8.48-8.48 \$ \$9.35-9.35 \$9.81-9.81	\$8.48 \$9.35 \$9.81	Good Good
	<u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-7.90 \$7.07-12.00 \$8.18-15.25	\$7.40 \$8.22 \$9.08	Good Good
PHYSICAL THERAPISTS (1992) Size of Occupation: Small (30 to 35 by 1996) Growth Rate: No significant change	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$16.71-35.00 \$12.05-35.00 \$19.25-35.00	\$17.30 \$19.97 \$20.00	Very good Very good
PHYSICAL THERAPY AIDES (1995) Size of Occupation: Small (40 - 45 by 1998) Growth Rate: Faster than average (Union employers tend to pay at high end.)	<u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-8.25 \$7.00-8.25 \$7.50-10.00	\$6.00 \$7.25 \$9.00	Good Good
PHYSICAL THERAPY ASSISTANTS (1995) Size of Occupation: Small (Projected size by 1998 not available) Growth Rate: Remain stable	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-20.00 \$7.00-22.00 \$10.00-22.00	\$9.00 \$11.00 \$13.00	Competitive Competitive

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Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
PLUMBERS, PIPEFITTERS, & STEAMFITTERS (1990) Size of Occupation: Large (80 to 100 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$ 10.15-10.15	\$10.15	Good
	New Hires, Experience	\$ 15.28-20.00	\$16.77	Good
	Experienced, 3 Years With Firm	\$16.77-20.00	\$17.56	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$5.50-10.25	\$7.50	Good
	New Hires, Experienced	\$6.00-12.00	\$10.00	Good
POLICE PATROL OFFICERS (1994) Size of Occupation: Medium (85 to 95 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$ 11.04-12.70	\$11.87	Very competitive
	New Hires, Experience	\$ 11.04-12.70	\$11.87	Good
	Experienced, 3 Years With Firm	\$12.17-13.45	\$12.70	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$10.25-10.25	\$10.25	Very competitive
	New Hires, Experienced	\$10.25-10.25	\$10.25	Good
RADIOLOGIC TECHNOLOGISTS, DIAGNOSTIC (1992) Size of Occupation: Small (20 to 40 by 1996) Growth Rate: Much faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 13.00-13.00	\$13.00	Good
	New Hires, Experience	\$ 15.02-15.02	\$15.02	Very good
	Experienced, 3 Years With Firm	\$15.02-15.02	\$15.02	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.00-11.03	\$10.35	Good
	New Hires, Experienced	\$6.00-14.00	\$11.92	Very good
Experienced, 3 Years With Firm	\$8.00-14.26		\$11.76	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
RADIOLOGIC TECHNOLOGISTS, DIAGNOSTIC (1995) Size of Occupation: Small (25 - 30 by 1998) Growth Rate: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 15.00-15.00	\$15.00	Competitive
	New Hires, Experience	\$ 16.35-17.00	\$16.68	Competitive
	Experienced, 3 Years With Firm	\$19.25-20.00	\$19.63	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.50-12.75	\$10.37	Competitive
	New Hires, Experienced	\$7.00-14.25	\$11.83	Competitive
RECEPTIONISTS & INFORMATION CLERKS (1994) Size of Occupation: Very Large (225 to 290 by 1998) Growth Rate: Faster than average	New Hires, No Experience	\$4.65-8.00	\$6.25	Competitive
	New Hires, Experienced	\$5.00-11.00	\$7.50	Good
	Experienced, 3 Years With Firm	\$5.75-15.00	\$9.00	
REFUSE COLLECTORS (1993) Size of Occupation: Medium (50 to 70 by 1996) Growth Rate: Much faster than average	New Hires, No Experience	\$5.00-7.50	\$7.00	Competitive
	New Hires, Experienced	\$7.00-9.00	\$7.50	Very good
	Experienced, 3 Years With Firm	\$8.50-12.00	\$10.00	
REGISTERED NURSES (1991) Size of Occupation: Very large (350 to 470 by 1996) Growth Rate: Faster than average	<u>UNION</u>			
	New Hires, No Experience	\$ 14.71-16.04	\$14.94	Good
	New Hires, Experience	\$ 15.71-17.61	\$16.22	Good
	Experienced, 3 Years With Firm	\$17.27-20.68	\$17.88	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$7.74-15.00	\$14.06	Good
	New Hires, Experienced	\$8.50-17.15	\$14.70	Good
	Experienced, 3 Years With Firm	\$9.00-20.00	\$15.95	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
REGISTERED NURSES (1994) Size of Occupation: Very large (465 to 510 by 1998) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$14.30-28.63 \$16.52-28.63 \$19.27-33.14 \$10.00-33.00 \$10.00-33.00 \$11.50-33.50	\$16.52 \$17.53 \$20.00 \$16.51 \$18.42 \$20.00	Competitive Good Competitive Good
RESPIRATORY CARE PRACTITIONERS (1992) Size of Occupation: Small Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$15.69-15.69 \$16.67-16.67 \$17.65-17.65 \$12.00-12.00 \$10.39-14.00 \$11.70-16.00	\$15.69 \$16.67 \$17.65 \$12.00 \$14.00 \$15.00	Competitive Good Competitive Good
ROOFERS (1993) Size of Occupation: Small (22 to 27 by 1996) Growth Rate: Average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-7.00 \$8.00-15.00 \$10.00-18.00	\$6.50 \$11.50 \$14.00	Good Good
SALES AGENTS, REAL ESTATE (1991) Size of Occupation: Very large (over 650) Growth Rate: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$10,000-40,000/yr \$12,000-60,000/yr \$16,000-150,000/yr	\$20,000 \$33,000 \$50,000	Competitive Very good
SALESPERSONS, RETAIL, except vehicle sales (1990) Size of Occupation: Very large (900 to 1180 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.00 \$4.25-8.50 \$5.00-10.00	\$4.50 \$5.25 \$7.50	Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SALESPERSONS, RETAIL, except vehicle sales (1994) Size of Occupation: Very large (1050 to 1285 by 1998) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience \$ \$4.75-5.14 New Hires, Experience \$ \$5.14-5.50 Experienced, 3 Years With Firm \$6.93-8.00 <u>NON-UNION</u> New Hires, No Experience \$4.25-6.50 New Hires, Experienced \$4.50-6.50 Experienced, 3 Years With Firm \$5.00-9.00		\$4.95 \$5.32 \$7.47 \$4.75 \$5.25 \$6.50	Very competitive Good Very competitive Good
SECRETARIES, GENERAL (1990) Size of Occupation: Very large (670 to 740 by 1996) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-9.00 \$5.00-9.75 \$6.50-11.00	\$6.50 \$7.13 \$9.30	Good Competitive
SECRETARIES, GENERAL (1996) Size of Occupation: Very large (545 to 575 by 2000) Growth Rate: Slower than average	<u>NON-UNION/UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-10.25 \$4.50-11.50 \$6.00-14.00	\$6.50 \$7.66 \$9.11	Competitive Competitive
SEPTIC TANK SERVICERS & SEWER PIPE SERVICERS (1995) Size of Occupation: Small (Projections to 1998 not available) Growth Rate: Remain Stable	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-10.00 \$5.00-12.00 \$12.00-20.00	\$8.00 \$10.00 \$13.00	Good Good
SHEET METAL WORKERS (1996) Size of Occupation: Not available Growth Rate: Not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-9.00 \$7.50-14.00 \$9.00-20.00	\$6.50 \$9.50 \$12.00	Good Good
SHERIFF DEPUTIES (1991) Size of Occupation: Large (170 to 190 by 1996) Growth Rate: Slower than average	<u>UNION</u> New Hires, No Experience \$ \$10.00-11.27 New Hires, Experience \$ \$11.75-13.76 Experienced, 3 Years With Firm \$12.75-13.76 <u>NON-UNION</u> New Hires, No Experience \$10.63-10.80 New Hires, Experienced \$10.80-11.16 Experienced, 3 Years With Firm \$11.90-12.31		\$10.63 \$12.75 \$13.25 \$10.71 \$10.98 \$12.10	Competitive Very good Competitive Very good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SHERIFF DEPUTIES (1994) Size of Occupation: Large 150 to 150 by 1998) Growth Rate: No significant change	<u>UNION</u>			
	New Hires, No Experience	\$ \$11.35-12.50	\$12.00	Competitive
	New Hires, Experience	\$ \$12.00-12.55	\$12.50	Good
	Experienced, 3 Years With Firm	\$13.75-15.00	\$13.87	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$11.17-11.17	\$11.17	Competitive
	New Hires, Experienced	\$11.79-11.79	\$11.79	Good
SOCIAL WORKERS, excluding medical and psychiatric (1991) Size of Occupation: Very large (290 to 370 by 1996) Growth Rate: Faster than average	New Hires, No Experience	\$7.20-18.50	\$8.82	Competitive
	New Hires, Experienced	\$7.20-23.84	\$9.33	Good
	Experienced, 3 Years With Firm	\$8.34-26.40	\$11.36	
STOCK CLERKS, SALES FLOOR (1992) Size of Occupation: Very large (330 to 400 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$ \$4.75-5.59	\$5.00	Competitive
	New Hires, Experience	\$ \$4.75-5.59	\$4.75	Good
	Experienced, 3 Years With Firm	\$7.00-13.80	\$8.69	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.25-7.00	\$5.00	Competitive
	New Hires, Experienced	\$5.00-8.00	\$6.00	Good
SUPERVISORS/MANAGERS, SALES (1992) Size of Occupation: Very large (330 to 400 by 1996) Growth Rate: Average	Experienced, 3 Years With Firm	\$6.00-14.16	\$9.00	
	New Hires, No Experience	\$6.50-11.52	\$9.31	Competitive
	New Hires, Experienced	\$6.50-20.00	\$10.30	Good
	Experienced, 3 Years With Firm	\$8.00-30.00	\$13.27	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
SUPERVISORS/MANAGERS, CLERICAL & ADMIN SUPPORT (1994) Size of Occupation: Large (75 to 200 by 1998) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ \$8.76-8.76 New Hires, Experience \$ \$9.21-9.21 Experienced, 3 Years With Firm \$9.68-9.68 <u>NON-UNION</u> New Hires, No Experience \$7.00-19.78 New Hires, Experienced \$7.00-20.00 Experienced, 3 Years With Firm \$8.00-23.00		\$8.76 \$9.21 \$9.68 \$11.00 \$11.00 \$11.78	Very competitive Good Very competitive Good
SUPERVISORS/MGRS, PRODUCTION & OPERATING WORKERS (1994) Size of Occupation: Small (55 to 55 by 1998) Growth Rate: No significant change	<u>UNION</u> New Hires, No Experience \$ \$7.00-8.00 New Hires, Experience \$ \$8.00-20.00 New Hires, Experience \$ \$8.50-23.00		\$8.00 \$14.50 \$17.00	N/A Good
SURGICAL TECHNICIANS (1993) Size of Occupation: Small (9 to 12 by 1996) Growth Rate: Faster than average	<u>UNION</u> New Hires, No Experience \$ N/A New Hires, Experience \$ \$11.14-11.14 Experienced, 3 Years With Firm \$11.70-11.70 <u>NON-UNION</u> New Hires, No Experience \$5.50-7.50 New Hires, Experienced \$6.00-12.00 Experienced, 3 Years With Firm \$7.50-12.00		N/A \$11.14 \$11.70 \$6.50 \$8.00 \$11.50	Good Good Good Good
SURVEYING & MAPPING TECHNICIANS (1993) Size of Occupation: Small (27 to 34 by 1996) Growth Rate: Average	<u>UNION</u> New Hires, No Experience \$ \$8.70-8.70 New Hires, Experience \$ \$10.17-13.50 Experienced, 3 Years With Firm \$11.52-15.75 <u>NON-UNION</u> New Hires, No Experience \$7.00-9.00 New Hires, Experienced \$7.00-15.00 Experienced, 3 Years With Firm \$8.00-22.00		\$8.70 \$11.84 \$13.64 \$8.00 \$10.00 \$13.50	Good Good Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TEACHER AIDES, PARAPROFESSIONAL (1990) Size of Occupation: Large (91 to 195 by 1996) Growth Rate: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.50-8.75 \$5.50-10.00 \$6.00-10.25	\$6.93 \$7.28 \$7.92	Competitive Competitive
TEACHERS, ELEMENTARY (1992) Size of Occupation: Very large (211 and above by 1996) Growth Rate: Information not available	<u>UNION</u> New Hires, No Experience \$ New Hires, Experience \$ Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$20,000-26,250/yr \$21,000-32,000/yr \$24,000-33,000/yr \$9,600-25,600/yr \$12,000-30,000/yr \$14,400-30,000/yr	\$23,000 \$26,000 \$28,000 \$22,000 \$25,000 \$27,000	Competitive Competitive Competitive Competitive
TEACHERS, PRESCHOOL (1993) Size of Occupation: Large (102 to 145 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-7.50 \$4.75-12.00 \$6.00-16.00	\$5.25 \$6.50 \$7.00	Good Good
TEACHERS, SECONDARY (1992) Size of Occupation: Very large (211 and above by 1996) Growth Rate: Information not available	<u>UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>NON-UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$22,000-25,000/yr \$25,000-38,400/yr \$25,000-42,000/yr \$20,000-25,000/yr \$25,000-35,000/yr \$25,000-40,000/yr	\$23,000 \$28,000 \$29,000 \$23,000 \$30,000 \$33,000	Competitive Competitive Competitive Competitive

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TELEPHONE & CABLE TV LINE INSTALLERS & REPAIRERS (1996) Size of Occupation: Medium (75 by 2000) Growth Rate: Not available	<u>NON-UNION</u> New Hires, No Experience New Hires, Experience Experienced, 3 Years With Firm <u>UNION</u> New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$7.00-\$9.00 \$8.75-16.75 \$10.00-20.00 \$12.50-15.40 \$15.00-16.40 \$18.40-20.00	\$8.44 \$9.50 \$13.25 \$13.95 \$15.70 \$19.20	Competitive Good Competitive Good
TELLERS (1990) Size of Occupation: Very large (220 to 240 by 1996) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.50 \$5.00-9.25 \$5.50-10.00	\$5.91 \$6.50 \$7.42	Competitive Good
TITLE SEARCHERS (1990) Size of Occupation: Information not available Growth Rate: Information not available	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-8.24 \$5.18-11.18 \$7.53-14.00	\$6.10 \$8.82 \$11.18	Competitive Very good
TRAFFIC, SHIPPING & RECEIVING CLERKS (1992) Size of Occupation: Large (190 to 200 by 1996) Growth Rate: Slower than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.25-6.50 \$4.75-12.62 \$6.00-13.48	\$5.00 \$6.00 \$8.00	Very competitive Good
TRAVEL AGENTS (1992) Size of Occupation: Small (30 to 40 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$4.50-6.00 \$5.00-8.00 \$6.00-8.00	\$5.00 \$6.00 \$7.00	Competitive Good
TRUCK DRIVERS, HEAVY (1991) Size of Occupation: Very large (310 to 400 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$6.00-12.50 \$7.00-14.10 \$8.55-16.47	\$9.00 \$10.00 \$11.35	Competitive Good
TRUCK DRIVERS, HEAVY (1993 update) Size of Occupation: Very large (310 to 400 by 1996) Growth Rate: Faster than average	New Hires, No Experience New Hires, Experienced Experienced, 3 Years With Firm	\$5.00-14.00 \$9.00-16.00 \$9.50-18.00	\$8.00 \$11.00 \$12.00	Good Good

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
TRUCK DRIVERS, HEAVY (1996) Size of Occupation: Very large (390 to 455 by 2000) Growth Rate: Average	<u>NON-UNION</u>			
	New Hires, No Experience	\$6.25-12.00	\$7.00	Good
	New Hires, Experienced	\$8.00-15.00	\$10.00	Good
	Experienced, 3 Years With Firm	\$9.50-15.00	\$12.00	
	<u>UNION</u>			
	New Hires, No Experience	\$10.00-10.00	\$10.00	Good
	New Hires, Experienced	\$10.00-12.96	\$11.48	Good
	Experienced, 3 Years With Firm	\$12.00-14.96	\$13.48	
TRUCK DRIVERS, LIGHT, Includes delivery and route workers (1990) Size of Occupation: Very large (200 to 250 by 1996) Growth Rate: Average	<u>UNION</u>			
	New Hires, No Experience	\$ \$11.42-11.42	\$11.42	Good
	New Hires, Experience	\$ \$11.42-11.42	\$11.42	Good
	Experienced, 3 Years With Firm	\$16.00-16.00	\$16.00	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$4.75-7.00	\$5.40	Good
	New Hires, Experienced	\$5.50-9.00	\$6.45	Good
	Experienced, 3 Years With Firm	\$6.00-9.25	\$8.00	
TRUCK DRIVERS, LIGHT, Includes delivery and route workers (1995) Size of Occupation: Very large (225 - 285 by 1998) Growth Rate: Average (Union employers tend to pay at high end.)	<u>NON-UNION and UNION</u>			
	New Hires, No Experience	\$ \$4.75-12.50	\$6.00	Competitive
	New Hires, Experience	\$ \$5.00-12.50	\$7.00	Competitive
	Experienced, 3 Years With Firm	\$5.50-19.00	\$9.00	
URBAN & REGIONAL PLANNERS (1994) Size of Occupation: Small (45 to 45 by 1996) Growth Rate: No significant change	<u>UNION</u>			
	New Hires, No Experience	\$ \$10.80-12.74	\$12.00	Competitive
	New Hires, Experience	\$ \$11.90-14.08	\$14.00	Good
	Experienced, 3 Years With Firm	\$12.00-15.55	\$15.00	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$12.00-12.00	\$12.00	Competitive
	New Hires, Experienced	\$14.45-21.65	\$15.00	Good
	Experienced, 3 Years With Firm	\$15.40-23.10	\$17.00	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
VETERINARY ASSISTANTS (1993) Size of Occupation: Information not available Growth Rate: Information not available	New Hires, No Experience	\$4.25-6.50	\$5.00	Good
	New Hires, Experienced	\$5.00-9.00	\$5.50	Good
	Experienced, 3 Years With Firm	\$6.00-9.00	\$6.50	
VETERINARY TECHNICIANS & TECHNOLOGISTS (1993) Size of Occupation: Information not available Growth Rate: Information not available	New Hires, No Experience	\$4.50-7.00	\$5.00	Good
	New Hires, Experienced	\$5.00-7.50	\$6.75	Very good
	Experienced, 3 Years With Firm	\$6.00-9.50	\$8.50	
VOCATIONAL & EDUCATIONAL COUNSELORS (1996) Size of Occupation: Medium (105 to 115 by 2000) Growth Rate: Slower than average	NON-UNION New Hires, No Experience \$	\$7.00-11.75	\$9.23	Competitive
	New Hires, Experience \$	\$7.00-22.25	\$12.37	Good
	Experienced, 3 Years With Firm	\$7.75-27.50	\$16.47	
	UNION New Hires, No Experience	\$13.43-13.64	\$13.53	Competitive
	New Hires, Experienced	\$9.50-15.81	\$13.43	Good
	Experienced, 3 Years With Firm	\$11.60-17.08	\$14.38	
WAITERS & WAITRESSES (1990) Size of Occupation: Very large (800 to 1040 by 1996) Growth Rate: Faster than average	New Hires, No Experience	\$4.25-4.50	\$4.25	Good
	New Hires, Experienced	\$4.25-5.00	\$4.25	Good
	Experienced, 3 Years With Firm	\$4.25-6.00	\$4.25	
WATER & LIQUID WASTE TREATMENT PLANT OPERATORS (1994) Size of Occupation: Small (50 to 50 by 1998) Growth Rate: No significant change	UNION New Hires, No Experience \$	\$8.00-14.50	\$11.27	Competitive
	New Hires, Experience \$	\$8.50-14.50	\$12.73	Good
	Experienced, 3 Years With Firm	\$10.50-15.95	\$15.43	
	NON-UNION New Hires, No Experience	\$5.00-12.50	\$8.50	Competitive
	New Hires, Experienced	\$6.50-14.00	\$9.00	Good
	Experienced, 3 Years With Firm	\$7.50-16.00	\$12.00	
WELDERS & CUTTERS (1994) Size of Occupation: Medium (75 to 80 by 1998) Growth Rate: Slower than average	New Hires, No Experience	\$4.50-7.00	\$5.75	Very good
	New Hires, Experienced	\$6.00-17.00	\$10.00	Good
	Experienced, 3 Years With Firm	\$8.00-20.00	\$14.00	

MOTHER LODGE CONSORTIUM--SUMMARY OF WAGES AND SUPPLY/DEMAND

As Reported by Responding Employers
for 1990 through 1996 Surveys

Occupation, Year Surveyed, Size and Growth Rate (EDD Projections 1989-1996, 1992-1998, and 1993-2000)	Hourly Wage Range (year surveyed)		Median Wage	Job Opportunities
WELFARE ELIGIBILITY WORKERS & INTERVIEWERS (1991) Size of Occupation: Medium (100 to 120 by 1996) Growth Rate: Slower than average	<u>UNION</u>			
	New Hires, No Experience	\$ \$7.46-7.46	\$7.46	Very competitive
	New Hires, Experience	\$ \$7.06*-8.16	\$7.61	Good
	Experienced, 3 Years With Firm	\$9.00-9.40	\$9.20	
	<u>NON-UNION</u>			
	New Hires, No Experience	\$7.85-9.05	\$8.45	Very competitive
	New Hires, Experienced	\$8.24-9.05	\$8.64	Good
WINE FERMENTERS (1995) Size of Occupation: Small (Projections to 1998 not available) Growth Rate: Remain stable	Experienced, 3 Years With Firm	\$9.07-10.85	\$9.96	
	New Hires, No Experience	\$5.50-13.00	\$7.00	Competitive
	New Hires, Experienced	\$6.00-14.00	\$7.50	Competitive
	Experienced, 3 Years With Firm	\$7.00-14.50	\$9.00	

Occupational Summaries

The twenty-one occupational summaries listed below appear in this section. Data for these occupations were collected the summer of 1996.

The occupations studied were selected by MLJT and community members from each county to determine if the occupation

- Had a substantial employment base in the county
- Had a substantial number of projected job openings
- Had a potential salary of \$7/hr
- Met a local need

Changing economic conditions after each year's survey period could alter the results presented in these summaries.

1996 Occupations Surveyed

Accountants and Auditors

Cashiers

Cooks - Institution or Cafeteria

Correction Officers and Jailers

Electrical and Electronic Assemblers

Financial Managers

Food Preparation Workers

General Office Clerks

Industrial Truck and Tractor Operators

Janitors and Cleaners - Except Maids and Housekeeping Cleaners

LAN/WAN (Local/Wide Area) Network Managers

Lodging Managers

Machinists

Maids and Housekeeping Cleaners

Maintenance Repairers - General Utility

Operating Engineers

Secretaries, General

Sheet Metal Workers

Telephone and Cable T. V. Line Installers and Repairers

Truck Drivers - Heavy or Tractor Trailer

Vocational and Educational Counselors

Accountants and Auditors

OES Code: 211140

45 jobs represented by the 16 employers responding

Description of Occupation

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 20%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 20%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 31%; sometimes, 50%; usually, 13%; always, 6%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 6%; sometimes, 6%; usually, 31%; always, 56%. Previous experience required ranged from 12 to 60 months.

Employment Trends, Size

Almost all (94%) responding employers expect this occupation's employment to remain stable over the next 3 years, while a few (6%) expect it to grow. None expect it to decline. Responding employers reported 5 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 40%; people in permanent positions leaving firms, 60%; growth, 0%; temporary/seasonal positions, 0%. Turnover rate was 7%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Large (190 to 225)

Growth Rate, 1993-2000: Average (2.6% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Know computer applications, especially spreadsheet, word processing, database, accounting software; know business math, government, cost, and tax accounting; able to conduct an audit; possess financial and estate planning skills; bondable; Certified Public Accountant.

Physical: Possess verbal presentation and problem solving skills; write effectively.

Personal: Willing to work with close supervision and/or work independently; able to work under pressure; possess customer service skills.

Basic: Read and follow instructions, oral communication skills, write legibly.

New skills needed over the next three years : (Out of 16 firms, 7 answered this question.)

Advanced computer skills, computerized accounting software, continuing education on laws and regulation changes.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Accountants and Auditors

Wages (August 1996)

	NON-UNION				UNION
	Range	Median	Range	Median	
New hires, no experience	\$ 6.00 - 17.00	\$11.81	\$ 5.48 - 5.48		\$ 5.48
New hires, experienced	8.00 - 25.00	13.28	5.48 - 13.56		9.52
Experienced, after 3 years	11.00 - 29.00	15.77	10.22 - 15.70		12.96

(31% employees represented are union members.)

Benefits Offered (Out of 16 firms, 15 offer benefits.)

	Full-Time	Part-Time
Medical insurance	93%	7%
Dental insurance	80%	7%
Vision insurance	67%	0%
Life insurance	73%	0%
Paid sick leave	67%	13%
Paid vacation	73%	13%
Retirement plan	47%	7%
Child care	13%	0%

Hours and Gender

Full time, 91%, avg 40 hrs/wk	Part time, 9%, avg 23 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 16 (36%)	Female employees, 29 (64%)

Recruitment Methods (Out of 16 firms, 16 answered this question.)

Employees' referrals	50%	Public school/ program referrals	13%
Newspaper ads	50%	Private school referrals	13%
Private employment agencies	19%	Employment Development Dept	6%
Unsolicited applicants	38%	Union Hall referrals	0%
In-house promotion or transfer	50%	State lists, exams	13%

Where the Jobs Are (in survey area)

Accounting, auditing, and bookkeeping firms; federal, state, and county government offices; hotels and motels; elementary and secondary school districts; civic and social associations.

Promotional Opportunities (Out of 16 firms, 15 answered this question.)

Most (60%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to accounting supervisor, higher level accounting position, superintendent, and assistant auditor.

Related Dictionary Of Occupational (DOT) Codes and Titles

160.162-018 Accountant
160.167-054 Auditor

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 17; and the **California Occupational Guide**, No. 1.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

Cashiers

OES Code: 490230

143 jobs represented by the 16 employers responding

Description of Occupation

Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: have less than high school, 30%; high school or equivalent, 70%; some college, but no degree, 9%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 0%; sometimes, 38%; usually, 38%; always, 25%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 63%; usually, 31%; always, 6%. Previous experience required ranged from 5 to 12 months.

Employment Trends, Size

Most (56%) responding employers expect this occupation's employment to remain stable over the next 3 years, while many (44%) expect it to grow. None expect it to decline. Responding employers reported 46 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 26%; people in permanent positions leaving firms, 30%; growth, 15%; temporary/seasonal positions, 28%. Turnover rate was 10%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (1,040 to 1,305)

Growth Rate, 1993-2000: Faster than average (3.6% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply of qualified applicants.

Important Qualifications/Skills for Job Entry

Technical: Recordkeeping, cash handling, computer applications, and grocery checking skills; able to follow check cashing procedures and operate a cash register; bondable.

Physical: Able to stand continuously for 2 or more hours.

Personal: Willing to work with close supervision, public contact skills, able to work independently and under pressure.

Basic: Read and follow instructions, oral communication skills, basic math, able to write legibly.

New skills needed over the next three years : (Out of 16 firms, 6 answered this question.)

Computer and computer color matching for paint skills; customer service; decision making, critical thinking, and inventory/register skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Cashiers

Wages (August 1996)

	NON-UNION	
	Range	Median
New hires, no experience	\$ 4.25 - 8.00	\$ 4.50
New hires, experienced	4.25 - 9.00	5.00
Experienced, after 3 years	6.00 - 12.00	6.88

Benefits Offered (Out of 16 firms, 9 offer benefits.)

	Full-Time	Part-Time
Medical insurance	78%	11%
Dental insurance	44%	11%
Vision insurance	11%	11%
Life insurance	11%	0%
Paid sick leave	56%	22%
Paid vacation	89%	22%
Retirement plan	22%	11%
Child care	0%	0%

Hours and Gender

Full time, 50%, avg 40 hrs/wk	Part time, 45%, avg 24 hrs/wk	Temporary/On call, 2%, avg 8 hrs/wk
Seasonal, 3%, avg 30 hrs/wk	Male employees, 46 (32%)	Female employees, 97 (68%)

Recruitment Methods (Out of 16 firms, 16 answered this question.)

Employees' referrals	88%	Public school/ program referrals	19%
Newspaper ads	38%	Private school referrals	13%
Private employment agencies	6%	Employment Development Dept	19%
Unsolicited applicants	81%	Union Hall referrals	0%
In-house promotion or transfer	50%	Other	0%

Where the Jobs Are (in survey area)

Gasoline service stations; grocery, general merchandise, and drug/proprietary stores; lumber/building and hardware stores; eating places; video tape rentals; sporting goods; home furnishings, florists, and book stores.

Promotional Opportunities (Out of 16 firms, 15 answered this question.)

Almost all (80%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to office assistant, waitress, supervisor or department head, assistant manager, manager, part time to full time, and more job responsibilities.

Related Dictionary Of Occupational (DOT) Codes and Titles

211.362-010 Cashier I
211.462-010 Cashier II
211.462-014 Cashier-Checker

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 235; and the **California Occupational Guide**, No. 31.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Cooks, Institution or Cafeteria

OES Code: 650280

137 jobs represented by the 19 employers responding

Description of Occupation

Cooks, Institution or Cafeteria, prepare and cook family-style meals for institutions, such as schools, hospitals, or cafeterias. They usually prepare meals in large quantities rather than to individual order. They may cook for employees in office buildings or other large facilities.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 14%; high school or equivalent, 86%; some college, but no degree, 18%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 16%; sometimes, 68%; usually, 16%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 16%; usually, 53%; always, 32%. Previous experience required ranged from 6 to 24 months.

Employment Trends, Size

Almost all (79%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (21%) expect it to grow. None expect it to decline. Responding employers reported 28 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 18%; people in permanent positions leaving firms, 75%; growth, 4%; temporary/seasonal positions, 4%. Turnover rate was 15%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Large (200 to 225)

Growth Rate, 1993-2000: Slower than average (1.8% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified experienced applicants. Responding employers report it is **a little difficult** to find qualified inexperienced applicants. Inexperienced applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to plan and organize the work of others; cook ethnic foods; possess food baking, pastry making, food preparation, institutional cooking, meat carving, food buying, and menu planning skills; able to write effectively; computer skills.

Physical: Able to lift at least 30 lbs repeatedly and pass a pre-employment medical examination.

Personal: Willing to work with close supervision; able to work independently and under pressure.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 19 firms, 5 answered this question.)

Know state and federal dietary and safety guidelines; know nutrition analysis and computer applications.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Cooks, Institution or Cafeteria

Wages (August 1996)

	UNION		NON-UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 6.00 - 11.00	\$ 8.62	\$ 5.25 - \$ 9.50	\$ 6.50
New hires, experienced	6.00 - 14.01	9.58	6.50 - 10.00	7.50
Experienced, after 3 years	7.20 - 17.34	10.72	7.00 - 11.25	8.50

(74% employees represented are union members.)

Benefits Offered (Out of 19 firms, 18 offer benefits.)

	Full-Time	Part-Time
Medical insurance	89%	44%
Dental insurance	83%	44%
Vision insurance	78%	39%
Life insurance	50%	17%
Paid sick leave	89%	61%
Paid vacation	89%	61%
Retirement plan	72%	39%
Child care	6%	6%

Hours and Gender

Full time, 70%, avg 42 hrs/wk	Part time, 20%, avg 23 hrs/wk	Temporary/On call, 10%, avg 24 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 53 (39%)	Female employees, 84 (61%)

Recruitment Methods (Out of 19 firms, 19 answered this question.)

Employees' referrals	53%	Public school/ program referrals	26%
Newspaper ads	79%	Private school referrals	11%
Private employment agencies	0%	Employment Development Dept	32%
Unsolicited applicants	21%	Union Hall referrals	0%
In-house promotion or transfer	53%	Civil Service lists, job training agency, senior programs	32%

Where the Jobs Are (in survey area)

Elementary and secondary schools, state government, residential care, home health care services, skilled nursing care facilities, retirement homes, hotels and motels, senior centers.

Promotional Opportunities (Out of 19 firms, 19 answered this question.)

Most (63%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to head cook, assistant supervisor, supervisor, cafe manager, and higher positions within firm.

Related Dictionary Of Occupational (DOT) Codes and Titles

313.381-030 Cook, School Cafeteria
315.361-010 Cook
315.381-010 Cook

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 304; and the **California Occupational Guide**, No. 93.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Correction Officers and Jailers

OES Code: 630170

946 jobs represented by the 7 employers responding

Description of Occupation

Correction Officers and Jailers guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. They may guard prisoners in transit between jail, courtroom, prison, or other point, traveling by automobile or public transportation, and may be designated deputy guard. This occupation includes Deputy Sheriffs who spend the majority of their time guarding prisoners in county correctional institutions.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 10%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 0%; sometimes, 43%; usually, 57%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 29%; sometimes, 71%; usually, 0%; always, 0%. Previous experience required was reported as 12 months.

Employment Trends, Size

Many (43%) responding employers expect this occupation's employment to remain stable over the next 3 years, while most (57%) expect it to grow. None expect it to decline. Responding employers reported 102 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 9%; people in permanent positions leaving firms, 39%; growth, 22%; temporary/seasonal positions, 30%. Turnover rate was 4%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (1,025 to 1,400)

Growth Rate, 1993-2000: Much faster than average (5.2% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to plan and organize the work of others, administer emergency first aid, write effectively; possess a firearms qualification card and supervisory skills.

Physical: Able to pass a pre-employment medical examination and a physical performance test.

Personal: Understand a variety of cultures; willing to work with close supervision; able to handle crisis situations, work independently, and under pressure.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 7 firms, 2 answered this question.)

Computer and people skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Correction Officers and Jailers

Wages (August 1996)

	UNION/NON-UNION	
	Range	Median
New hires, no experience	\$10.00 - 13.50	\$11.56
New hires, experienced	10.00 - 15.75	13.58
Experienced, after 3 years	12.00 - 22.25	18.21

(98% employees represented are union members.)

Benefits Offered (Out of 7 firms, 7 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	57%
Dental insurance	100%	57%
Vision insurance	86%	57%
Life insurance	71%	29%
Paid sick leave	100%	57%
Paid vacation	100%	57%
Retirement plan	100%	57%
Child care	0%	0%

Hours and Gender

Full time, 87%, avg 40 hrs/wk	Part time, 4%, avg 31 hrs/wk	Temporary/On call, 9%, avg 37 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 779 (82%)	Female employees, 167 (18%)

Recruitment Methods (Out of 7 firms, 7 answered this question.)

Employees' referrals	29%	Public school/ program referrals	43%
Newspaper ads	71%	Private school referrals	14%
Private employment agencies	0%	Employment Development Dept	0%
Unsolicited applicants	14%	Union Hall referrals	0%
In-house promotion or transfer	57%	State lists, exam	43%

Where the Jobs Are (in survey area)

Correctional institutions, county sheriff offices

Promotional Opportunities (Out of 7 firms, 7 answered this question.)

Almost all (86%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to correctional sergeant or counselor, lieutenant, supervisor, and sheriff deputy.

Related Dictionary Of Occupational (DOT) Codes and Titles

372.667-018 Correction officer

372.367-014 Jailer

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 295; and the **California Occupational Guide**, No. 220.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Electrical & Electronic Assemblers

OES Code: 939050

226 jobs represented by the 7 employers responding

Description of Occupation

Electrical and Electronic Assemblers include assemblers who perform work at a level not requiring a high degree of precision. The occupation includes such occupations as Electronic Wirers, Armature Connectors, Electric Motor Winders, Skein Winders, Carbon Brush Assemblers, Battery and Battery Parts Assemblers, Electric Sign Assemblers, and Electrical and Electronic Subassemblers.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 24%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 0%; sometimes, 57%; usually, 43%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 29%; sometimes, 57%; usually, 14%; always, 0%. Previous experience required ranged from 6 to 36 months.

Employment Trends, Size

Some (29%) responding employers expect this occupation's employment to remain stable over the next 3 years, while most (71%) expect it to grow. None expect it to decline. Responding employers reported 41 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 10%; people in permanent positions leaving firms, 32%; growth, 56%; temporary/seasonal positions, 2%. Turnover rate was 6%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Large (106 to 227)

Growth Rate, 1993-2000: Much faster than average (5.4% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified experienced applicants. Responding employers report it is **a little difficult** to find inexperienced applicants. Inexperienced applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Understand electrical circuitry and military specifications; know electronic circuitry; able to read blueprints, schematics, and use hand tools; possess electronic component, product assembly, and soldering skills.

Physical: Able to stand and/or sit continuously for 2 or more hours, able to work rapidly; possess good manual dexterity, eye-hand coordination, vision and color perception.

Personal: Willing to work with close supervision; able to perform routine, repetitive work and work independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 7 firms, 4 answered this question.)

Ability to read schematics and blue prints; possess typing, computer, soldering, and surface mounting skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Electrical and Electronic Assemblers

Wages (August 1996)

	NON-UNION	
	Range	Median
New hires, no experience	\$4.25 - 7.00	\$ 5.25
New hires, experienced	4.25 - 7.00	5.75
Experienced, after 3 years	5.50 - 10.00	7.50

Benefits Offered (Out of 7 firms, 7 offer benefits.)

	Full-Time	Part-Time
Medical insurance	86%	0%
Dental insurance	57%	0%
Vision insurance	14%	0%
Life insurance	29%	0%
Paid sick leave	43%	14%
Paid vacation	86%	14%
Retirement plan	29%	0%
Child care	0%	0%

Hours and Gender

Full time, 98%, avg 40 hrs/wk	Part time, 2%, avg 24 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 77 (34%)	Female employees, 149 (66%)

Recruitment Methods (Out of 7 firms, 7 answered this question.)

Employees' referrals	71%	Public school/ program referrals	57%
Newspaper ads	57%	Private school referrals	14%
Private employment agencies	57%	Employment Development Dept	43%
Unsolicited applicants	43%	Union Hall referrals	0%
In-house promotion or transfer	57%	Word-of-mouth	14%

Where the Jobs Are (in survey area)

Radio and TV communications equipment sites; electronic computers, transformers, electronic components, and process control instruments manufacturers.

Promotional Opportunities (Out of 7 firms, 7 answered this question.)

All (100%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to technician, lead person, supervisor, and quality control person.

Related Dictionary Of Occupational (DOT) Codes and Titles

729.384-026 Electrical Assembler
726.684-018 Electronics Assembler

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 462; and the **California Occupational Guide**, No. 47.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Financial Managers

OES Code: 130020

23 jobs represented by the 22 employers responding

Description of Occupation

Financial Managers plan, organize, direct, control, or coordinate the financial activities of an organization. Please include managers in banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 60%; graduate study, 20%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 59%; sometimes, 41%; usually, 0%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 0%; usually, 14%; always, 86%. Previous experience required ranged from 12 to 72 months.

Employment Trends, Size

All (100%) responding employers expect this occupation's employment to remain stable over the next 3 years, while none (0%) expect it to grow. None expect it to decline. Responding employers reported 5 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 20%; people in permanent positions leaving firms, 80%; growth, 0%; temporary/seasonal positions, 0%. Turnover rate was 17%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (240 to 265)

Growth Rate, 1993-2000: Slower than average (1.5% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified applicants.

Important Qualifications/Skills for Job Entry

Technical: Able to plan and organize work of others; possess business math, report writing, cost accounting, financial planning, budget analysis, cost analysis, and verbal presentation skills; understand regulations affecting financial institutions; able to analyze securities and apply techniques of statistical analysis; able to hire and assign personnel, know computer spreadsheet, word processing, database and accounting applications and perform advanced mathematical computations; able to interpret actuarial and probability of loss tables.

Personal: Able to read and comprehend information quickly and work independently.

New skills needed over the next three years : (Out of 22 firms, 6 answered this question.)

Increased computer hardware, mainframe, and network knowledge; investment knowledge; activity-based accounting methods.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Financial Managers

Wages (August 1996)

	NON-UNION		Range	UNION	
	Range	Median		Median	
New hires, no experience	\$ 8.75 - 31.25	\$16.87		Not applicable	Not applicable
New hires, experienced	11.00 - 32.75	19.25		\$13.00 - 19.00	16.86
Experienced, after 3 years	14.50 - 33.75	21.65		15.00 - 21.00	18.25

(13% employees represented are union members.)

Benefits Offered (Out of 22 firms, 21 offer benefits.)

	Full-Time	Part-Time
Medical insurance	95%	5%
Dental insurance	86%	5%
Vision insurance	86%	5%
Life insurance	71%	5%
Paid sick leave	95%	5%
Paid vacation	95%	5%
Retirement plan	90%	5%
Child care	14%	0%

Hours and Gender

Full time, 96%, avg 40 hrs/wk	Part time, 4%, avg 20 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 11 (48%)	Female employees, 12 (52%)

Recruitment Methods (Out of 22 firms, 22 answered this question.)

Employees' referrals	27%	Public school/ program referrals	23%
Newspaper ads	86%	Private school referrals	0%
Private employment agencies	14%	Employment Development Dept	9%
Unsolicited applicants	9%	Union Hall referrals	0%
In-house promotion or transfer	27%	State lists, trade referrals, flyers	14%

Where the Jobs Are (in survey area)

Local county government offices; elementary and secondary school districts; colleges; state commercial banks and savings and loan institutions; insurance, lumber, and engineering firms; social services.

Promotional Opportunities (Out of 22 firms, 20 answered this question.)

Many (45%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to assistant controller, corporate secretary/treasurer, executive director, director of accounting, president, CEO, and board of directors.

Related Dictionary Of Occupational (DOT) Codes and Titles

160.167-058 Controller
186.167-086 Manager, Financial Institution

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 36; and the **California Occupational Guide**, No. 260.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Food Preparation Workers

OES Code: 650380

177 jobs represented by the 15 employers responding

Description of Occupation

Food Preparation Workers perform a variety of food preparation duties, such as preparing cold foods and maintaining and cleaning kitchen work areas, equipment, and utensils. They perform simple tasks such as preparing shellfish or slicing meat. They may brew coffee, tea, or chocolate or prepare sandwiches. They work in such places as a restaurant kitchen or delicatessen.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 39%; high school or equivalent, 61%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 7%; sometimes, 40%; usually, 20%; always, 33%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 40%; sometimes, 40%; usually, 13%; always, 7%. Previous experience required ranged from 3 to 36 months.

Employment Trends, Size

Many (40%) responding employers expect this occupation's employment to remain stable over the next 3 years, while most (53%) expect it to grow and a few (7%) expect it to decline. Responding employers reported 118 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 11%; people in permanent positions leaving firms, 81%; growth, 6%; temporary/seasonal positions, 3%. Turnover rate was 54%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (700 to 890)

Growth Rate, 1993-2000: Faster than average (3.9% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Sandwich and salad making skills, able to operate a cash register and handle multiple food orders in a timely fashion, certified as a food handler and know sanitary work practices.

Physical: Able to pass a pre-employment medical examination, to stand continuously for 2 or more hours, work rapidly, and to lift at least 30 lbs repeatedly.

Personal: Willing to work with close supervision, personal cleanliness, public contact skills, able to work independently and under pressure.

Basic: Read and follow written and oral instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 15 firms, 3 answered this question.)

Customer service skills and practice food safety standards.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Food Preparation Workers

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 4.25 - 6.50	\$ 4.43	\$ 5.90 - \$ 7.67	\$ 7.40
New hires, experienced	4.25 - 7.00	5.66	5.90 - 8.17	8.15
Experienced, after 3 years	5.25 - 10.00	7.19	8.99 - 9.14	9.00

(18% employees represented are union members.)

Benefits Offered (Out of 15 firms, 9 offer benefits.)

	Full-Time	Part-Time
Medical insurance	89%	22%
Dental insurance	67%	22%
Vision insurance	56%	22%
Life insurance	67%	22%
Paid sick leave	33%	33%
Paid vacation	89%	33%
Retirement plan	56%	22%
Child care	0%	0%

Hours and Gender

Full time, 52%, avg 39 hrs/wk	Part time, 46%, avg 23 hrs/wk	Temporary/On call, 2%, avg 15 hrs/wk
Seasonal, 1%, avg 16 hrs/wk	Male employees, 82 (46%)	Female employees, 95 (54%)

Recruitment Methods (Out of 15 firms, 15 answered this question.)

Employees' referrals	67%	Public school/ program referrals	7%
Newspaper ads	53%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	20%
Unsolicited applicants	47%	Union Hall referrals	0%
In-house promotion or transfer	67%	In-store signs, applications	20%

Where the Jobs Are (in survey area)

Eating and drinking places, grocery stores, general medical and surgical hospitals, amusement and recreation centers, individual and family services, civic and social associations.

Promotional Opportunities (Out of 15 firms, 15 answered this question.)

All (100%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to food service worker II, waitperson, checker, cook trainee, line cook, assistant cook, cook, sou chef, assistant manager, and manager.

Related Dictionary Of Occupational (DOT) Codes and Titles

317.687-010 Cook Helper
318.687-010 Kitchen Helper
319.484-010 Food Assembler, Kitchen

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 306-308.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

General Office Clerks

OES Code: 553470

41 jobs represented by the 16 employers responding

Description of Occupation

General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing. Please do not include workers whose duties are narrowly defined.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 57%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 19%; sometimes, 75%; usually, 6%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 6%; usually, 50%; always, 44%. Previous experience required ranged from 6 to 36 months.

Employment Trends, Size

Many (50%) responding employers expect this occupation's employment to remain stable over the next 3 years, while many (38%) expect it to grow; some (13%) expect it to decline. Responding employers reported 14 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 7%; people in permanent positions leaving firms, 43%; growth, 29%; temporary/seasonal positions, 21%. Turnover rate was 15%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (880 to 1,000)

Growth Rate, 1993-2000: Slower than average (1.9% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Skills in computer software applications, especially word processing, database, and spreadsheet; recordkeeping; alphabetic and numeric filing; English grammar, spelling, and punctuation; telephone answering; able to operate 10-key adding machine by touch, operate a transcribing machine, write effectively, and type at least 45 wpm.

Personal: Able to perform routine, repetitive work and to work independently, willing to work with close supervision, public contact skills.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 16 firms, 6 answered this question.)

Advanced computer skills, on-line and computer networks, job costing.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

General Office Clerks

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 5.00 - 11.00	\$ 6.00	\$ 8.27 - \$ 8.31	\$ 8.29
New hires, experienced	5.50 - 11.00	7.00	8.68 - 10.54	9.40
Experienced, after 3 years	6.00 - 13.00	9.00	9.13 - 13.33	11.50

(32% employees represented are union members.)

Benefits Offered (Out of 16 firms, 14 offer benefits.)

	Full-Time	Part-Time
Medical insurance	86%	7%
Dental insurance	71%	7%
Vision insurance	57%	7%
Life insurance	57%	7%
Paid sick leave	71%	14%
Paid vacation	79%	14%
Retirement plan	71%	0%
Child care	0%	0%

Hours and Gender

Full time, 76%, avg 39 hrs/wk	Part time, 22%, avg 22 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 2%, avg 24 hrs/wk	Male employees, 1 (2%)	Female employees, 40 (98%)

Recruitment Methods (Out of 16 firms, 16 answered this question.)

Employees' referrals	63%	Public school/ program referrals	6%
Newspaper ads	69%	Private school referrals	0%
Private employment agencies	13%	Employment Development Dept	13%
Unsolicited applicants	13%	Union Hall referrals	0%
In-house promotion or transfer	44%	State lists	6%

Where the Jobs Are (in survey area)

Elementary and secondary schools; local, county, state government offices; lumber, trucking and sheet metal companies; insurance services; offices of medical doctors and dentists, drug and proprietary stores; amusement and recreation centers.

Promotional Opportunities (Out of 16 firms, 16 answered this question.)

Most (69%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to administrative assistant, secretary, accounts payable/billing/fiscal clerk, collections manager, office manager, and higher positions within organization.

Related Dictionary Of Occupational (DOT) Codes and Titles

209.562-010 Clerk, General
219.362-010 Administrative Clerk

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 263; and the **California Occupational Guide**, No. 295.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Industrial Truck & Tractor Operators

OES Code: 979470

76 jobs represented by the 9 employers responding

Description of Occupation

Industrial Truck and Tractor Operators operate gasoline or electric powered industrial trucks or tractors equipped with fork lift, elevated platform, or trailer hitch to move materials within an establishment, warehouse, storage yard, factory, or at a construction site. Please do not include Logging Tractor Operators.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 38%; high school or equivalent, 62%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 22%; sometimes, 56%; usually, 22%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 44%; usually, 0%; always, 56%. Previous experience required ranged from 4 to 24 months.

Employment Trends, Size

Most (67%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (33%) expect it to grow. None expect it to decline. Responding employers reported 13 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 46%; growth, 0%; temporary/seasonal positions, 54%. Turnover rate was 8%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Large (120 to 135)

Growth Rate, 1993-2000: Slower than average (1.8% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified experienced applicants. Responding employers report it is **a little difficult** to find qualified inexperienced applicants. Inexperienced applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Automotive maintenance and minor repair skills, possess a valid driver's license and a fork lift driver's certificate.

Physical: Good eye-hand coordination, able to pass a pre-employment medical examination and to lift at least 50 lbs repeatedly.

Personal: Possess mechanical aptitude, willing to work with close supervision, able to work independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 9 firms, 0 answered this question.)

None reported.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Industrial Truck & Tractor Operators

Wages (August 1996)

	NON-UNION/UNION	
	Range	Median
New hires, no experience	\$ 4.25 - 7.00	\$ 5.25
New hires, experienced	5.00 - 15.00	9.00
Experienced, after 3 years	7.00 - 16.50	9.00

(8% employees represented are union members. Union firms pay at top end of wage range.)

Benefits Offered (Out of 9 firms, 7 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	0%
Dental insurance	86%	0%
Vision insurance	57%	0%
Life insurance	57%	0%
Paid sick leave	43%	0%
Paid vacation	86%	0%
Retirement plan	43%	0%
Child care	0%	0%

Hours and Gender

Full time, 88% avg 40 hrs/wk	Part time, 5%, avg 23 hrs/wk	Temporary/On call, 0% avg 0 hrs/wk
Seasonal, 7%, avg 60 hrs/wk	Male employees, 75 (99%)	Female employees, 1 (1%)

Recruitment Methods (Out of 9 firms, 9 answered this question.)

Employees' referrals	33%	Public school/ program referrals	11%
Newspaper ads	44%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	33%
Unsolicited applicants	33%	Union Hall referrals	0%
In-house promotion or transfer	33%	Civil service list, word-of-mouth	22%

Where the Jobs Are (in survey area)

Lumber and building materials firms, sawmills and planing mills, local trucking companies, state government agencies.

Promotional Opportunities (Out of 9 firms, 9 answered this question.)

Some (33%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to clerk/counter person, and supervisor.

Related Dictionary Of Occupational (DOT) Codes and Titles

921.683-050 Industrial Truck Operator
929.683-014 Tractor Operator

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 438.
For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.
For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Janitors and Cleaners except maids and housekeeping cleaners

OES Code: 670050

90 Jobs Represented by the 16 Employers Responding

Description of Occupation

Janitors and Cleaners, except Maids and Housekeeping Cleaners, keep buildings in clean and orderly condition. They perform heavy cleaning duties, such as operating motor-driven cleaning equipment, mopping floors, washing walls and glass, and removing rubbish. They may have additional duties and responsibilities, such as tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs and additions, and cleaning snow or debris from sidewalk. Please do not include Maids and Housekeepers.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 13%; high school or equivalent, 87%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 6%; sometimes, 44%; usually, 31%; always, 19%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 19%; sometimes, 56%; usually, 13%; always, 13%. Previous experience required ranged from 6 to 24 months.

Employment Trends, Size

Almost all (81%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (19%) expect it to grow. None expect it to decline. Responding employers reported 30 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 30%; people in permanent positions leaving firms, 27%; growth, 17%; temporary/seasonal positions, 27%. Turnover rate was 9%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very large (430 to 480)

Growth Rate, 1993-2000: Slower than average (1.7% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to operate floor polishing equipment and shampoo carpets; understand cleaning compounds and solutions; skills in brush painting, lawn and garden care, window washing, pest extermination, painting, ceramic or floor tile repair, and carpentry; bondable; possess valid driver's license.

Physical: Lift at least 100 lbs repeatedly.

Personal: Possess a reliable vehicle, willing to work with close supervision, able to work independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years: (Out of 16 firms, 2 answered this question.)

Able to repair new equipment/products.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Janitors and Cleaners except maids and housekeeping cleaners

Wages (August 1996)

	UNION		NON-UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 6.03 - 12.04	\$ 9.01	\$ 4.25 - \$ 8.75	\$ 5.00
New hires, experienced	6.73 - 13.11	9.26	4.25 - 10.00	7.80
Experienced, after 3 years	7.67 - 14.18	9.76	5.50 - 10.00	8.50

(74% employees represented are union members.)

Benefits Offered (Out of 16 firms, 12 offer benefits.)

	Full-Time	Part-Time
Medical insurance	83%	42%
Dental insurance	83%	42%
Vision insurance	83%	42%
Life insurance	25%	8%
Paid sick leave	50%	67%
Paid vacation	83%	67%
Retirement plan	50%	33%
Child care	0%	0%

Hours and Gender

Full time, 66%, avg 40 hrs/wk	Part time, 24%, avg 19 hrs/wk	Temporary/On call, 10%, avg 27 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 70 (78%)	Female employees, 20 (22%)

Recruitment Methods (Out of 16 firms, 16 answered this question.)

Employees' referrals	63%	Public school/ program referrals	13%
Newspaper ads	63%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	25%
Unsolicited applicants	31%	Union Hall referrals	0%
In-house promotion or transfer	44%	Word-of-mouth, applications	13%

Where the Jobs Are (in survey area)

Elementary and secondary schools; eating places; drug, proprietary, and grocery stores; mobile home and trailer park sites; beauty shops; body repair and paint shops; amusement and recreation sites; residential care.

Promotional Opportunities (Out of 16 firms, 14 answered this question.)

Most (57%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to head custodian, checker, apprenticeship painter or body man, and maintenance II and III.

Related Dictionary Of Occupational (DOT) Codes and Titles

381.687-014 Cleaner, Commercial or Institutional
382.664-010 Janitor

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 324; and the **California Occupational Guide**, No. 88.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA : Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

LAN/WAN (Local/Wide Area) Network Managers

DOT Code: 031.262-999 (modified from 031.262-014)

9 Jobs Represented by the 8 Employers Responding

Description of Occupation

LAN/WAN (Local/Wide Area) Network Managers direct a firm's network and its related computing environment, including computer hardware, systems and applications software, and all configurations. They make recommendations regarding the purchase of equipment and report the fiscal impact to company managers.

They often manage a team consisting of analysts and technicians. Some managers of smaller companies may work independently or with just one technician. They monitor data communications networks to ensure that networks are available to all system users and resolve data communications problems. They may train staff to use equipment and coordinate installation of or install communication lines.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 67%; Bachelor (4 year) Degree, 33%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 75%; sometimes, 25%; usually, 0%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 0%; usually, 25%; always, 75%. Previous experience required ranged from 12 to 48 months.

Employment Trends, Size

Almost all (88%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (13%) expect it to grow. None expect it to decline. Responding employers reported 3 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 33%; growth, 67%; temporary/seasonal positions, 0%. Turnover rate was 11%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Not available.

Growth Rate, 1993-2000: Not available

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified experienced applicants. Responding employers report it is **very difficult** to find qualified inexperienced applicants who meet their hiring standards. Demand is considerably greater than supply of qualified inexperienced applicants.

Important Qualifications/Skills for Job Entry

Technical: Possess supervisory and sales skills; knowledge of microcomputer hardware and operating systems, software applications, and lease line procedures for WANs; understand local and wide area networks (LAN and WAN); able to plan and organize training programs, use operating manuals, analyze data to solve problems, write effectively, operate video cameras, conduct training programs, troubleshoot, conduct cost analysis and propose recommendations, develop proposals, and evaluate customer's system needs.

Personal: Able to work independently, communicate with computer-literate staff, communicate technical information to non-technical staff, coordinate multiple activities.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 8 firms, 2 answered this question.)

Keep up-to-date with new technology and new software/hardware.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

LAN/WAN *(Local/Wide Area)* **Network Managers**

Wages (August 1996)

	UNION		NON-UNION	
	Range	Median	Range	Median
New hires, no experience	\$18.00 - 20.78	\$19.39	Not applicable	Not applicable
New hires, experienced	16.01 - 20.78	19.39	\$ 11.25 - 19.25	13.84
Experienced, after 3 years	19.46 - 24.07	21.96	12.25 - 23.50	15.62

(56% employees represented are union members.)

Benefits Offered (Out of 8 firms, 7 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	0%
Dental insurance	100%	0%
Vision insurance	100%	0%
Life insurance	100%	0%
Paid sick leave	86%	0%
Paid vacation	100%	0%
Retirement plan	100%	0%
Child care	14%	0%

Hours and Gender

Full time, 89%, avg 40 hrs/wk	Part time, 11%, avg 10 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 6 (67%)	Female employees, 3 (33%)

Recruitment Methods (Out of 8 firms, 8 answered this question.)

Employees' referrals	0%	Public school/ program referrals	0%
Newspaper ads	75%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	13%
Unsolicited applicants	0%	Union Hall referrals	0%
In-house promotion or transfer	38%	State lists, prof. journals, job postings	50%

Where the Jobs Are (in survey area)

County and state government agencies, general medical and surgical hospitals

Promotional Opportunities (Out of 8 firms, 8 answered this question.)

Some (13%) employers who answered this question offer promotional opportunities to a higher position.

Related Dictionary Of Occupational (DOT) Codes and Titles

031.262-014 Network Control Operator

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 92-94; and the **California Occupational Guide**, No. 2001A,4.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Lodging Managers

OES Code: 150262

44 Jobs Represented by the 14 Employers Responding

Description of Occupation

Lodging Managers plan, organize, direct, control, or coordinate activities of an organization or department that provides lodging such as hotels, motels, or tourist courts.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 38%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 14%; sometimes, 50%; usually, 36%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 21%; usually, 43%; always, 36%. Previous experience required ranged from 3 to 24 months.

Employment Trends, Size

Almost all (86%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (14%) expect it to grow. None expect it to decline. Responding employers reported 16 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 13%; people in permanent positions leaving firms, 63%; growth, 25%; temporary/seasonal positions, 0%. Turnover rate was 23%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Medium (90 to 100)

Growth Rate, 1993-2000: Slower than average (1.6% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified applicants.

Important Qualifications/Skills for Job Entry

Technical: Able to maintain financial records, manage an activity or department, plan and organize the work of others, follow purchasing procedures, hire and assign personnel, and write effectively; skills in business math, record keeping, catering and problem solving; understand inventory techniques; know a variety of computer applications.

Personal: Willing to work with close supervision, able to work independently and under pressure, public contact and customer service skills.

Basic: Read and follow instructions, oral communication skills, write legibly.

New skills needed over the next three years : (Out of 14 firms, 5 answered this question.)

Computer reservations, advanced computer skills, internet E-mail, marketing, tour bus scheduling.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Lodging Managers

Wages (August 1996)

	NON-UNION	
	Range	Median
New hires, no experience	\$ 4.75 - 8.50	\$ 5.45
New hires, experienced	4.75 - 17.00	6.25
Experienced, after 3 years	5.25 - 23.00	8.00

Benefits Offered (Out of 14 firms, 11 offer benefits.)

	Full-Time	Part-Time
Medical insurance	45%	9%
Dental insurance	36%	0%
Vision insurance	27%	0%
Life insurance	18%	0%
Paid sick leave	36%	9%
Paid vacation	82%	9%
Retirement plan	36%	0%
Child care	9%	0%

Hours and Gender

Full time, 86%, avg 41 hrs/wk	Part time, 14%, avg 21 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 12 (27%)	Female employees, 32 (73%)

Recruitment Methods (Out of 14 firms, 14 answered this question.)

Employees' referrals	64%	Public school/ program referrals	14%
Newspaper ads	71%	Private school referrals	0%
Private employment agencies	14%	Employment Development Dept	36%
Unsolicited applicants	21%	Union Hall referrals	0%
In-house promotion or transfer	36%	Word-of-mouth, industry contacts	14%

Where the Jobs Are (in survey area)

Hotels and motels

Promotional Opportunities (Out of 14 firms, 12 answered this question.)

A few (8%) employers who answered this question offer promotional opportunities to higher level management positions.

Related Dictionary Of Occupational (DOT) Codes and Titles

187.117-038 Manager, Hotel or Motel
320.137-014 Manager, Lodging Facilities

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 46; and the **California Occupational Guide**, No. 114.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Machinists

OES Code: 891080

50 Jobs Represented by the 13 Employers Responding

Description of Occupation

Machinists set up and operate machine tools and fit and assemble parts to make or repair metal parts, mechanisms, tools or machines by applying their knowledge of mechanics, shop mathematics, metal properties, and layout machining procedures. They study specifications, such as blueprints, sketches, or descriptions of parts to be replaced, and they plan sequences of operations.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 42%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 38%; sometimes, 62%; usually, 0%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 15%; usually, 23%; always, 62%. Previous experience required ranged from 6 to 60 months.

Employment Trends, Size

Many (38%) responding employers expect this occupation's employment to remain stable over the next 3 years, while most (62%) expect it to grow. None expect it to decline. Responding employers reported 12 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 8%; people in permanent positions leaving firms, 33%; growth, 42%; temporary/seasonal positions, 17%. Turnover rate was 8%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Medium (75 to 80)

Growth Rate, 1993-2000: Slower than average (1.0% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified applicants.

Important Qualifications/Skills for Job Entry

Technical: Able to operate numerically controlled (NC) machines, read blueprints, use hand tools, operate computer numerically controlled machines, use precision tools, and write effectively; understand military specifications; skills in shop math; know CAD-CAM.

Physical: Able to stand continuously for 2 or more hours, to perform precision work, and to lift at least 50 lbs repeatedly; possess manual dexterity.

Personal: Willing to work with close supervision, able to work independently and provide own hand tools.

Basic: Read and follow instructions, oral communication skills, write legibly.

New skills needed over the next three years : (Out of 13 firms, 7 answered this question.)

Computerized Numeric Control Machining, CAD-CAM, Numeric Control/Computerized Numeric Control, ISO 9000/SPC, advanced computer skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Machinists

Wages (August 1996)

	NON-UNION/UNION	
	Range	Median
New hires, no experience	\$ 5.00 - 8.00	\$ 7.00
New hires, experienced	8.00 - 16.50	11.00
Experienced, after 3 years	11.00 - 16.50	14.50

(4% employees represented are union members; union firms pay at top end of wage ranges.)

Benefits Offered (Out of 13 firms, 12 offer benefits.)

	Full-Time	Part-Time
Medical insurance	92%	0%
Dental insurance	50%	0%
Vision insurance	25%	0%
Life insurance	58%	0%
Paid sick leave	50%	0%
Paid vacation	92%	0%
Retirement plan	50%	0%
Child care	8%	0%

Hours and Gender

Full time, 94 avg 41 hrs/wk	Part time, 4%, avg 22 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 2%, avg 16 hrs/wk	Male employees, 48 (96%)	Female employees, 2 (4%)

Recruitment Methods (Out of 13 firms, 13 answered this question.)

Employees' referrals	77%	Public school/ program referrals	15%
Newspaper ads	69%	Private school referrals	0%
Private employment agencies	15%	Employment Development Dept	46%
Unsolicited applicants	38%	Union Hall referrals	0%
In-house promotion or transfer	62%	Business contacts	8%

Where the Jobs Are (in survey area)

Industrial machinery, manufacturers of sheet metal, plastic products, machine tools, motor vehicle parts and accessories, process control instruments; repair and engineering services; sawmills and planing mills.

Promotional Opportunities (Out of 13 firms, 12 answered this question.)

Almost all (83%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to journeyman machinist, lead machinist, tool maker, supervisor, and manager.

Related Dictionary Of Occupational (DOT) Codes and Titles

600.280-022 Machinist
600.280-026 Machinist Apprentice
600.280-042 Maintenance Machinist

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 402; and the **California Occupational Guide**, No. 9.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Maids and Housekeeping Cleaners

OES Code: 670020

202 Jobs Represented by the 16 Employers Responding

Description of Occupation

Maids and Housekeeping Cleaners perform any combination of tasks to maintain rooms in commercial establishments, such as hotels, restaurants and hospitals, in a clean and orderly condition. Their duties include making beds, replenishing linens, cleaning rooms and halls, and arranging furniture.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 4%; high school or equivalent, 96%; some college, but no degree, 3%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 0%; sometimes, 44%; usually, 50%; always, 6%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 25%; sometimes, 50%; usually, 25%; always, 0%. Previous experience required ranged from 4 to 8 months.

Employment Trends, Size

Most (69%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (31%) expect it to grow. None expect it to decline. Responding employers reported 141 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 3%; people in permanent positions leaving firms, 61%; growth, 1%; temporary/seasonal positions, 35%. Turnover rate was 43%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very large (645 to 750)

Growth Rate, 1993-2000: Slower than average (2.3% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply of qualified experienced applicants. Responding employers report it is **a little difficult** to find qualified inexperienced applicants. Inexperienced applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to operate commercial laundry machines, to operate commercial vacuum cleaners, and to administer emergency first aid; understand cleaning compounds and solutions; bondable.

Physical: Able to stand for prolonged periods and to lift at least 50 lbs repeatedly.

Personal: Willing to work with close supervision, able to work independently, possess a reliable vehicle.

Basic: Read and follow written and oral instructions, basic math, write legibly.

New skills needed over the next three years : (Out of 16 firms, 2 answered this question.)

Internet access, multi-lingual.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Maids and Housekeeping Cleaners

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 4.25 - \$ 5.50	\$ 4.58	\$5.80 - 8.20	\$7.00
New hires, experienced	4.50 - 5.50	5.00	5.80 - 8.61	7.21
Experienced, after 3 years	5.25 - 8.00	6.00	7.00 - 9.97	8.49

(14% employees represented are union members.)

Benefits Offered (Out of 16 firms, 8 offer benefits.)

	Full-Time	Part-Time
Medical insurance	88%	25%
Dental insurance	63%	13%
Vision insurance	38%	13%
Life insurance	63%	13%
Paid sick leave	63%	25%
Paid vacation	88%	25%
Retirement plan	63%	13%
Child care	0%	0%

Hours and Gender

Full time, 29%, avg 40 hrs/wk	Part time, 28%, avg 23 hrs/wk	Temporary/On call, 5%, avg 16 hrs/wk
Seasonal, 38%, avg 31 hrs/wk	Male employees, 66 (33%)	Female employees, 136 (67%)

Recruitment Methods (Out of 16 firms, 16 answered this question.)

Employees' referrals	88%	Public school/ program referrals	19%
Newspaper ads	88%	Private school referrals	6%
Private employment agencies	6%	Employment Development Dept	63%
Unsolicited applicants	38%	Union Hall referrals	0%
In-house promotion or transfer	38%	Employment Training Agency	6%

Where the Jobs Are (in survey area)

Hotels and motels, skilled nursing care facilities, apartment buildings, real estate agents and managers, sporting and recreational camps

Promotional Opportunities (Out of 16 firms, 16 answered this question.)

Many (50%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to team leader, head housekeeper, front desk clerk, and supervisor.

Related Dictionary Of Occupational (DOT) Codes and Titles

323.687-010 Cleaner, Hospital
323.687-014 Cleaner, Housekeeping
323.687-018 Housecleaner

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 324/325.
For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.
For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

Maintenance Repairers, General Utility

OES Code: 851320

53 jobs represented by the 19 employers responding

Description of Occupation

Maintenance Repairers perform work involving two or more maintenance skills to keep the machines, mechanical equipment, and/or structure of an establishment in repair. This occupation is generally found in a small establishment where specialization in maintenance work is impractical. Their duties may involve pipefitting, boilermaking, insulating, welding, machining, machine and equipment repairing, carpentry, and electrical work, as well as planning and laying out of work relating to repairs; repairing electrical and/or mechanical equipment; installing, aligning and balancing new equipment; and repairing buildings, floors, or stairs.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 25%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 5%; sometimes, 79%; usually, 11%; always, 5%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 11%; usually, 58%; always, 32%. Previous experience required ranged from 6 to 24 months.

Employment Trends, Size

Most (58%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (26%) expect it to grow and some (16%) expect it to decline. Responding employers reported 12 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 67%; growth, 8%; temporary/seasonal positions, 25%. Turnover rate was 15%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (580 to 695)

Growth Rate, 1993-2000: Average (2.8% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to read blue prints, operate power hand tools, repair and install heating and air conditioning systems, do cement work, arc and gas welding, painting and carpentry, electrical and plumbing repair, record-keeping and swimming pool maintenance.

Physical: Able to lift at least 50 lbs repeatedly.

Personal: Willing to work with close supervision and/or independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 19 firms, 2 answered this question.)

Data entry keyboarding and computer skills, pool mechanics, chemical safety.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Maintenance Repairers, General Utility

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$4.50 - 12.00	\$ 7.00	\$10.65 - \$12.00	\$12.00
New hires, experienced	5.00 - 13.00	7.60	10.65 - 13.00	12.97
Experienced, after 3 years	5.50 - 14.50	9.50	11.75 - 16.00	14.00

(19% employees represented are union members.)

Benefits Offered (Out of 19 firms, 18 offer benefits.)

	Full-Time	Part-Time
Medical insurance	83%	11%
Dental insurance	72%	11%
Vision insurance	61%	6%
Life insurance	50%	6%
Paid sick leave	78%	17%
Paid vacation	89%	17%
Retirement plan	61%	6%
Child care	0%	0%

Hours and Gender

Full time, 83%, avg 40 hrs/wk	Part time, 11%, avg 21 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 6%, avg 40 hrs/wk	Male employees, 52 (98%)	Female employees, 1 (2%)

Recruitment Methods (Out of 19 firms, 19 answered this question.)

Employees' referrals	47%	Public school/ program referrals	5%
Newspaper ads	79%	Private school referrals	0%
Private employment agencies	5%	Employment Development Dept	21%
Unsolicited applicants	21%	Union Hall referrals	5%
In-house promotion or transfer	16%	State lists, job training agency	11%

Where the Jobs Are (in survey area)

County and local government offices, hotels/motels, trailer parks/camp sites, operators of apartment/retirement complexes, property managers, religious organizations

Promotional Opportunities (Out of 19 firms, 19 answered this question.)

Many (37%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to head of maintenance, facilities managers, and to higher positions.

Related Dictionary Of Occupational (DOT) Codes and Titles

899.381-010 Maintenance Repairer, Building
899.261-014 Maintenance Repairer, Industrial

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 351; and the **California Occupational Guide**, No. 136.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Operating Engineers

OES Code: 979560

258 Jobs Represented by the 10 Employers Responding

Description of Occupation

Operating Engineers operate several types of power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders to excavate, move and grade earth, erect structures, or pour concrete or other hard surface paving. They may repair and maintain equipment in addition to other duties. Please do not include workers who specialize in operation of a single type of heavy equipment such as a bulldozer or crane.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 20%; sometimes, 70%; usually, 10%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 10%; usually, 40%; always, 50%. Previous experience required ranged from 12 to 60 months.

Employment Trends, Size

Many (50%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (20%) expect it to grow and some (30%) expect it to decline. Responding employers reported 84 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 12%; growth, 10%; temporary/seasonal positions, 79%. Turnover rate was 4%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very large (228 and above)

Growth Rate, 1993-2000: Faster than average (3.6% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified experienced applicants. Responding employers report it is **a little difficult** to find qualified inexperienced applicants. Inexperienced applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Skills in automotive maintenance and minor repair; basic construction; able to read blueprints, read working drawings, and follow safe equipment operating practices; certified for special construction equipment.

Physical: Able to pass a pre-employment medical examination and to lift at least 50 lbs repeatedly.

Personal: Willing to work with close supervision, able to work independently, possess mechanical aptitude and a good DMV driving record.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 10 firms, 2 answered this question.)

Know electric, electronic, and instrumentation equipment; learn metric system.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Operating Engineers

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 8.00 - 15.00	\$ 9.00	\$12.92 - \$12.92	\$12.92
New hires, experienced	10.00 - 15.00	11.00	10.00 - 25.18	14.68
Experienced, after 3 years	12.00 - 20.00	15.00	11.50 - 25.18	15.88

(70% employees represented are union members;some unions have different entry-level requirements and wages.)

Benefits Offered (Out of 10 firms, 9 offer benefits.)

	Full-Time	Part-Time
Medical insurance	89%	0%
Dental insurance	78%	0%
Vision insurance	78%	0%
Life insurance	67%	0%
Paid sick leave	56%	0%
Paid vacation	78%	0%
Retirement plan	67%	0%
Child care	0%	0%

Hours and Gender

Full time, 72%, avg 40 hrs/wk	Part time, 0%, avg 0 hrs/wk	Temporary/On call, 8%, avg 26 hrs/wk
Seasonal, 19%, avg 40 hrs/wk	Male employees, 249 (97%)	Female employees, 9 (3%)

Recruitment Methods (Out of 10 firms, 10 answered this question.)

Employees' referrals	30%	Public school/ program referrals	0%
Newspaper ads	40%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	30%
Unsolicited applicants	10%	Union Hall referrals	10%
In-house promotion or transfer	50%	Civil Service List	10%

Where the Jobs Are (in survey area)

County and state government; single-family housing construction; industrial sand, excavation, and water/sewer/utility lines firms.

Promotional Opportunities (Out of 10 firms, 8 answered this question.)

Most (75%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to full time operators, lead worker, foreman, supervisor and construction/ maintenance superintendent.

Related Dictionary Of Occupational (DOT) Codes and Titles

859.683-010 Operating Engineer

859.683-014 Operating Engineer Apprentice

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 438; and the **California Occupational Guide**, No. 147.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Secretaries, General

OES Code: 551080

46 Jobs Represented by the 17 Employers Responding

Description of Occupation

Secretaries relieve officials of clerical work and minor administrative and business detail by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence, reading and routing incoming mail, and filing correspondence and other records. They may perform various other assigned clerical duties. Please do not include Medical and Legal Secretaries.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 27%; Associate (2 year) Degree, 13%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 6%; sometimes, 71%; usually, 24%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 24%; usually, 35%; always, 41%. Previous experience required ranged from 6 to 36 months.

Employment Trends, Size

Almost all (82%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (12%) expect it to grow and a few (6%) expect it to decline. Responding employers reported 15 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 73%; growth, 13%; temporary/seasonal positions, 13%. Turnover rate was 24%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very large (545 to 575)

Growth Rate, 1993-2000: Slower than average (0.8% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **a little difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Skills in alphabetic and numeric filing, proofreading, English grammar, spelling, punctuation, telephone answering; able to operate a transcribing machine, follow billing procedures, use computer spreadsheet and word processing software, write effectively, maintain an appointment calendar, type at least 60 wpm.

Personal: Willing to work with close supervision, able to work independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 17 firms, 5 answered this question.)

Internet knowledge and experience, advanced computer knowledge and skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Secretaries, General

Wages (August 1996)

	NON-UNION/UNION	
	Range	Median
New hires, no experience	\$4.50 - 10.25	\$ 6.50
New hires, experienced	4.50 - 11.50	7.66
Experienced, after 3 years	6.00 - 14.00	9.11

(9% employees represented are union members; union firms tend to pay at the top/middle range.)

Benefits Offered (Out of 17 firms, 14 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	7%
Dental insurance	64%	0%
Vision insurance	57%	0%
Life insurance	50%	0%
Paid sick leave	93%	7%
Paid vacation	100%	7%
Retirement plan	71%	0%
Child care	7%	0%

Hours and Gender

Full time, 85%, avg 40 hrs/wk	Part time, 11%, avg 19 hrs/wk	Temporary/On call, 2%, avg 3 hrs/wk
Seasonal, 2%, avg 40 hrs/wk	Male employees, 0 (0%)	Female employees, 46 (100%)

Recruitment Methods (Out of 17 firms, 17 answered this question.)

Employees' referrals	59%	Public school/ program referrals	6%
Newspaper ads	82%	Private school referrals	0%
Private employment agencies	29%	Employment Development Dept	18%
Unsolicited applicants	24%	Union Hall referrals	0%
In-house promotion or transfer	41%	Other	0%

Where the Jobs Are (in survey area)

Elementary and secondary schools, single-family housing construction, logging firms, insurance companies, real estate offices, amusement and recreation centers, doctor's offices, local and county government offices, accounting offices.

Promotional Opportunities (Out of 17 firms, 17 answered this question.)

Many (47%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to higher position, administrative secretary, manager, and full-charge bookkeeper.

Related Dictionary Of Occupational (DOT) Codes and Titles

201.362-030 Secretary
201.362-022 School Secretary

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 286; and the **California Occupational Guide**, No. 128.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Sheet Metal Workers

OES Code: 891320

28 Jobs Represented by the 8 Employers Responding

Description of Occupation

Sheet Metal Workers fabricate, assemble, install, and repair sheet metal products and equipment, such as control boxes, drainpipes, and furnace casings. Their work may involve setting up and operating fabricating machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks, or forms using a hammer; operating soldering and welding equipment to join sheet metal parts; and inspecting, assembling, and smoothing seams and joints of burred surfaces.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 8%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 13%; sometimes, 63%; usually, 25%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 13%; usually, 63%; always, 25%. Previous experience required ranged from 6 to 36 months.

Employment Trends, Size

Most (57%) responding employers expect this occupation's employment to remain stable over the next 3 years, while many (43%) expect it to grow. None expect it to decline. Responding employers reported 13 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 46%; growth, 15%; temporary/seasonal positions, 38%. Turnover rate was 21%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Not available.

Growth Rate, 1993-2000: Not available.

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Know geometry, trigonometry; able to read blueprints, use hand tools; possess shop math, mechanical drawing, sheet metal work, and welding skills.

Physical: Possess agility and coordination, good eye-hand coordination, manual dexterity; able to stand continuously for 2 or more hours and to lift at least 50 lbs repeatedly.

Personal: Possess mechanical and spacial aptitudes, willing to work with close supervision and able to work independently.

Basic: Read and follow instructions, oral communication skills, write legibly.

New skills needed over the next three years : (Out of 8 firms, 1 answered this question.)

Computerized Numeric Control program.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Sheet Metal Workers

Wages (August 1996)

	NON-UNION	
	Range	Median
New hires, no experience	\$ 6.00 - 9.00	\$ 6.50
New hires, experienced	7.50 - 14.00	9.50
Experienced, after 3 years	9.00 - 20.00	12.00

Benefits Offered (Out of 8 firms, 2 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	0%
Dental insurance	0%	0%
Vision insurance	0%	0%
Life insurance	0%	0%
Paid sick leave	0%	0%
Paid vacation	50%	0%
Retirement plan	0%	0%
Child care	0%	0%

Hours and Gender

Full time, 75%, avg 40 hrs/wk	Part time, 11%, avg 18 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 14%, avg 40 hrs/wk	Male employees, 27 (96%)	Female employees, 1 (4%)

Recruitment Methods (Out of 8 firms, 8 answered this question.)

Employees' referrals	63%	Public school/ program referrals	0%
Newspaper ads	38%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	38%
Unsolicited applicants	38%	Union Hall referrals	0%
In-house promotion or transfer	25%	Word-of-mouth	25%

Where the Jobs Are (in survey area)

Plumbing, heating, air-conditioning firms; roofing, siding, and sheet metal work firms; metals service centers and offices.

Promotional Opportunities (Out of 8 firms, 8 answered this question.)

Some (13%) employers who answered this question offer promotional opportunities to a higher position.

Related Dictionary Of Occupational (DOT) Codes and Titles

804.281-010 Sheet-Metal Worker
804.281-014 Sheet-Metal Worker Apprentice

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 388; and the **California Occupational Guide**, No. 49.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Telephone & Cable TV Line Installers and Repairers

OES Code: 857020

57 Jobs Represented by the 8 Employers Responding

Description of Occupation

Telephone and Cable TV Line Installers and Repairers install and repair telephone and telegraph lines, television distribution cables, poles, and related equipment such as supports, insulation, and guywire systems. Other duties include locating and repairing defects in existing systems, and placing, rearranging, and removing underground or aerial cables.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 0%; sometimes, 75%; usually, 25%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 50%; usually, 50%; always, 0%. Previous experience required ranged from 6 to 13 months.

Employment Trends, Size

Most (63%) responding employers expect this occupation's employment to remain stable over the next 3 years, while many (38%) expect it to grow. None expect it to decline. Responding employers reported 12 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 8%; people in permanent positions leaving firms, 25%; growth, 67%; temporary/seasonal positions, 0%. Turnover rate was 5%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Medium (75)

Growth Rate, 1993-2000: No significant change (0% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards and **a little difficult** to find qualified inexperienced applicants. Supply is somewhat greater than demand for qualified inexperienced applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to operate electric testing equipment, apply principles of microwave technology, read blue prints and schematics, implement safe work practices, use hand tools, operate trenching machines, apply laser technology, and use service manuals; understand fiber optics; possess problem solving skills and a valid driver's license.

Physical: Able to climb poles and to crawl under buildings; possess good color perception.

Personal: Able to work independently, willing to work on-call and with close supervision.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 8 firms, 2 answered this question.)

Equipment operations, team skills.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Telephone & Cable TV Line Installers and Repairers

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 7.00 - 9.00	\$ 8.44	\$12.50 - \$15.40	\$13.95
New hires, experienced	8.75 - 16.75	9.50	15.00 - 16.40	15.70
Experienced, after 3 years	10.00 - 20.00	13.25	18.40 - 20.00	19.20

(44% employees represented are union members.)

Benefits Offered (Out of 8 firms, 7 offer benefits.)

	Full-Time	Part-Time
Medical insurance	86%	0%
Dental insurance	71%	0%
Vision insurance	71%	0%
Life insurance	71%	0%
Paid sick leave	71%	0%
Paid vacation	100%	0%
Retirement plan	71%	0%
Child care	0%	0%

Hours and Gender

Full time, 100%, avg 45 hrs/wk	Part time, 0%, avg 0 hrs/wk	Temporary/On call, 0%, avg 0 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 56 (98%)	Female employees, 1 (2%)

Recruitment Methods (Out of 8 firms, 8 answered this question.)

Employees' referrals	63%	Public school/ program referrals	0%
Newspaper ads	63%	Private school referrals	0%
Private employment agencies	0%	Employment Development Dept	38%
Unsolicited applicants	13%	Union Hall referrals	13%
In-house promotion or transfer	50%	Personal knowledge	13%

Where the Jobs Are (in survey area)

Cable and other pay TV services; telephone communications; water, sewer, utility line and electrical firms; special trade contractors.

Promotional Opportunities (Out of 8 firms, 8 answered this question.)

Most (75%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to network technician, foreman, advanced installer, and CSSR.

Related Dictionary Of Occupational (DOT) Codes and Titles

821.281-010 Cable Television Installer
822.381-014 Line Installer Repairer

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 347 & 357.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMI On-Line** at (916) 262-2227.

Truck Drivers, Heavy or Tractor Trailer

OES Code: 971020

215 Jobs Represented by the 17 Employers Responding

Description of Occupation

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 0%; graduate study, 0%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 24%; sometimes, 71%; usually, 6%; always, 0%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 12%; usually, 29%; always, 59%. Previous experience required ranged from 12 to 60 months.

Employment Trends, Size

Almost all (82%) responding employers expect this occupation's employment to remain stable over the next 3 years, while some (12%) expect it to grow and a few (6%) expect it to decline. Responding employers reported 91 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 42%; growth, 22%; temporary/seasonal positions, 36%. Turnover rate was 18%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Very Large (390 to 455)

Growth Rate, 1993-2000: Average (2.4% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified inexperienced and experienced applicants who meet their hiring standards. Demand is somewhat greater than supply for qualified applicants.

Important Qualifications/Skills for Job Entry

Technical: Able to operate a fork lift, read invoices, meet ICC requirements, drive trucks long distances, load and unload freight, read maps; possess valid Class A and Class B driver's licenses; know local streets.

Physical: Able to pass a pre-employment medical examination and to lift at least 75 lbs repeatedly.

Personal: Able to work independently; possess a good DMV driving record.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly.

New skills needed over the next three years : (Out of 17 firms, 0 answered this question.)
None reported.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Truck Drivers, Heavy or Tractor Trailer

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 6.25 - 12.00	\$ 7.00	\$10.00 - 10.00	\$10.00
New hires, experienced	8.00 - 15.00	10.00	10.00 - 12.96	11.48
Experienced, after 3 years	9.50 - 15.00	12.00	12.00 - 14.96	13.48

(13% employees represented are union members.)

Benefits Offered (Out of 17 firms, 13 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	0%
Dental insurance	77%	0%
Vision insurance	38%	0%
Life insurance	69%	0%
Paid sick leave	31%	0%
Paid vacation	62%	0%
Retirement plan	54%	0%
Child care	0%	0%

Hours and Gender

Full time, 56%, avg 46 hrs/wk	Part time, 6%, avg 20 hrs/wk	Temporary/On call, 1%, avg 40 hrs/wk
Seasonal, 37%, avg 56 hrs/wk	Male employees, 204 (95%)	Female employees, 11 (5%)

Recruitment Methods (Out of 17 firms, 16 answered this question.)

Employees' referrals	75%	Public school/ program referrals	6%
Newspaper ads	56%	Private school referrals	6%
Private employment agencies	0%	Employment Development Dept	44%
Unsolicited applicants	19%	Union Hall referrals	0%
In-house promotion or transfer	44%	Word-of-mouth	19%

Where the Jobs Are (in survey area)

Lumber and building materials, local trucking and logging firms; sawmills and planing mills; county government; highway and street construction; dairy products, and liquefied petroleum gas dealers.

Promotional Opportunities (Out of 17 firms, 17 answered this question.)

Many (35%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to upper level, larger route, supervisor, manager, and construction superintendent.

Related Dictionary Of Occupational (DOT) Codes and Titles

900.683-010 Concrete-Mixing-Truck Driver
904.383-010 Tractor-Trailer Truck Driver
904.683-010 Log Truck Driver
905.663-014 Truck Driver, Heavy

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 444; and the **California Occupational Guide**, No. 255.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.

SURVEY AREA: Amador, Calaveras, Mariposa, Tuolumne Counties, 1996

Vocational & Educational Counselors

OES Code: 315140

92 Jobs Represented by the 11 Employers Responding

Description of Occupation

Vocational and Educational Counselors counsel individuals and provide group educational and vocational guidance services.

Education, Training, and Experience

Education

Responding employers reported the level of formal education of most of their recently hired employees is as follows: less than high school, 0%; high school or equivalent, 100%; some college, but no degree, 0%; Associate (2 year) Degree, 0%; Bachelor (4 year) Degree, 18%; graduate study, 36%.

Training

Responding employers reported training is acceptable as a substitute for experience as follows: never, 18%; sometimes, 64%; usually, 9%; always, 9%.

Previous Experience

Responding employers reported they require previous experience as follows: never, 0%; sometimes, 9%; usually, 55%; always, 36%. Previous experience required ranged from 6 to 48 months.

Employment Trends, Size

Almost all (89%) responding employers expect this occupation's employment to remain stable over the next 3 years, while none (0%) expect it to grow and some (11%) expect it to decline. Responding employers reported 11 persons were hired in this occupation during the last 12 months for the following reasons: promotions, 0%; people in permanent positions leaving firms, 18%; growth, 18%; temporary/seasonal positions, 64%. Turnover rate was 2%.

EDD Occupational Projections 1993 to 2000

Size of Occupation: Medium (105 to 115)

Growth Rate, 1993-2000: Slower than average (1.4% annually)

(Avg annual growth of all occupations by county: Amador 3.2%; Calaveras, 2.5%; Mariposa, 2.9%; Tuolumne, 2.2%; Combined average, 2.6%)

Supply and Demand Assessment

Responding employers report it is **somewhat difficult** to find qualified experienced applicants who meet their hiring standards and **a little difficult** to find qualified inexperienced applicants. Supply is somewhat greater than demand for qualified inexperienced applicants, and applicants may experience competition in job seeking.

Important Qualifications/Skills for Job Entry

Technical: Able to plan and organize the work of others, treat substance abuse, apply vocational skills assessment tools and techniques, interview others, write effectively, analyze labor market information, conduct training programs; possess record keeping skills; knowledge of veterans services; rehabilitation and family counseling skills; know computer software applications.

Personal: Willing to work with close supervision and able to work independently.

Basic: Read and follow instructions, oral communication skills, basic math, write legibly..

New skills needed over the next three years : (Out of 11 firms, 3 answered this question.)

Advanced computer skills, know a second language, and trained in scheduling.

Key Terms: Almost all, 76-99%; Most, 51-75%; Many, 35-50%; Some, 10-34%; Few, less than 10% of survey respondents

Vocational & Educational Counselors

Wages (August 1996)

	NON-UNION		UNION	
	Range	Median	Range	Median
New hires, no experience	\$ 7.00 - 11.75	\$ 9.23	\$13.43 - \$13.64	\$13.53
New hires, experienced	7.00 - 22.25	12.87	9.50 - 15.81	13.43
Experienced, after 3 years	7.75 - 27.50	16.47	11.60 - 17.08	14.38

(21% employees represented are union members; some unions have different entry-level requirements and wages.)

Benefits Offered (Out of 11 firms, 11 offer benefits.)

	Full-Time	Part-Time
Medical insurance	100%	0%
Dental insurance	100%	0%
Vision insurance	91%	0%
Life insurance	64%	0%
Paid sick leave	91%	9%
Paid vacation	73%	9%
Retirement plan	73%	0%
Child care	0%	0%

Hours and Gender

Full time, 87%, avg 38 hrs/wk	Part time, 3%, avg 24 hrs/wk	Temporary/On call, 10%, avg 16 hrs/wk
Seasonal, 0%, avg 0 hrs/wk	Male employees, 21 (23%)	Female employees, 71 (77%)

Recruitment Methods (Out of 11 firms, 10 answered this question.)

Employees' referrals	20%	Public school/ program referrals	30%
Newspaper ads	70%	Private school referrals	10%
Private employment agencies	0%	Employment Development Dept	20%
Unsolicited applicants	10%	Union Hall referrals	0%
In-house promotion or transfer	60%	State merit system	20%

Where the Jobs Are (in survey area)

Elementary and secondary schools, community college, county and state government agencies, job training agencies, social services.

Promotional Opportunities (Out of 11 firms, 10 answered this question.)

Most (60%) employers who answered this question offer promotional opportunities. Promotional opportunities reported were to higher level position, supervisor, and manager.

Related Dictionary Of Occupational (DOT) Codes and Titles

045.107-010 Counselor

045.107-042 Vocational Rehabilitation Counselor

Additional Information

For additional information about this occupation, refer to the **Occupational Outlook Handbook**, page 149; and the **California Occupational Guide**, No. 429.

For California labor market and occupational information on the internet: <http://www.calmis.cahwnet.gov>.

For LMID's electronic bulletin board system, call **LMi On-Line** at (916) 262-2227.